

RACISM: See It. Know It. Stop It.

COURSE NOTES Lesson 2: “The Human Rights Code”

*This course speaks specifically to the **Ontario Human Rights Code**. If you are outside of Ontario, check the corresponding legislation in your jurisdiction.*

What is Harassment?

Behaviour that is known, or reasonably should have been known to be unwelcome, annoying, provoking, and/or offensive. About harassment:

- even if the behaviour is not offensive per se, it can still be “unwelcome”
- comments or conduct need not be explicitly racial to constitute harassment
- the person at the receiving end of the comments or behavior may not object, or they may appear to be going along. But this does not mean they welcome the behaviour.

Harassment can create a poisoned work environment.

The Human Rights Code:

- provides the right to freedom from workplace harassment based on 16 grounds, including race, ancestry, place of origin, colour, ethnic origin, citizenship, and creed
- promotes a “climate of understanding” in organizations.

Your organization can be cited in a harassment complaint against an individual as it will be assumed that you knew or reasonably ought to have known what happening.