Camp Northland
Human Rights Policy
Updated [May 2026]

Our Objective

Camp Northland recognizes the dignity and worth of every individual and seeks to create a climate of understanding and mutual respect within our workplace and our programs. Discrimination and harassment based on legislated prohibited grounds of discrimination will not be tolerated.

The purpose of the Human Rights Policy is to develop inclusive and respectful environments, and to prevent discrimination and harassment through greater awareness of and responsiveness to their harmful effects. This policy also ensures that human rights and accessibility-based complaints are dealt with promptly and effectively through procedures that are made aware to the employers and the employees.

Many human rights can be found within our policies titled, *Workplace Harassment, Abuse and Violence Policy,* our *Occupational Health and Safety Policy,* our *Privacy Policy,* and our *Anti-Bullying Policy.* However, Camp Northland recognizes Human Rights as a separate policy as well a support within other policies.

Camp Northland provides training and education sessions to ensure the effectiveness of this Policy. Camp Northland shall ensure that staff receive diversity, anti-harassment and discrimination training, annually as well as when the policy has been adjusted or rewritten so that they are aware of the new implications.

Ontario Human Rights Code

Every person has a right to equal treatment with respect to services, goods and facilities, including housing, and employment. This right is guaranteed by the Ontario Human Rights Code (Code) and, when necessary, enforced by the Human Rights Tribunal of Ontario.

Accessibility for Ontarians with Disabilities Act (AODA)

The AODA details specific requirements and standards for accessibility in Ontario. Accessibility standards are the rules that organizations in Ontario will have to follow to identify, remove and prevent barriers to accessibility.

Definitions

Discrimination is any prejudice, behavior or practice that results in unfair treatment of any person or persons based on a prohibited ground of discrimination.

Harassment is a course of vexatious conduct or comments based on a prohibited ground of discrimination, which is known or ought reasonably to be known to be unwelcome.

Sexual harassment is a form of harassment and occurs when a person receives unwelcome sexual attention that is known or should reasonably be known to be unwelcome.

Sexual solicitation is a form of sexual harassment. It occurs when an employee receives unwelcome sexual attention from another employee who is in a position of authority over him or her (e.g. a supervisor or manager).

Directors and Supervisors shall:

- Act as positive role models
- Take care to ensure that contraventions of this Policy are not supported or condoned
- Take all allegations of discrimination and harassment seriously and respond promptly to any observation, allegation or complaint

Staff:

- Treat each other with respect and dignity at all times while at Camp Northland
- Maintain strict confidentiality by not discussing allegations or reports of harassment or discrimination with other individuals, except on a "need to know" basis
- Respect the reputation of individuals by not making a trivial or malicious allegation or report

No Reprisal

This policy prohibits reprisals against employees who have provided information to Camp Northland in good faith regarding a complaint or incident where human rights are violated. Employees or volunteers who engage in reprisals or threats of reprisals will be considered in violation of this policy.

A Reprisal includes the following:

- An act of retaliation or negative consequence that occurs because a person has complained of or provided information about a possible incident of workplace violence or harassment in good faith;
- Intentionally pressuring a person to ignore or not report a possible incident of workplace violence or harassment; and/or
- Intentionally pressuring a person to misrepresent the truth or provide less than full cooperation with an investigation of a complaint or possible incident of workplace violence or harassment.

An employee who makes a false complaint or provides false information in the course of an investigation will be in violation of this policy.

Enforcement

Everyone in the workplace must be dedicated to promoting a safe, respectful and welcoming work environment. The Camp Northland supervisors, and employees are expected to uphold this policy, and will be held accountable. Where Camp Northland concludes that a violation of this Policy has occurred, Camp Northland may, where it

deems appropriate, take any, some, or all of the following actions:

- Remove the perpetrator from the workplace, through the use of security or the police if necessary;
- Report the conduct of the perpetrator to the police;
- report the conduct to Camp Northland or elsewhere as appropriate; and
- Take any other action appropriate in the circumstances.