

Feed the Hungry Program - Toronto

Code of Conduct

Policy Statement

The Law Society Foundation's (the Foundation) Feed the Hungry Program (the Program) is committed to diversity and social inclusion and to meeting its obligations under law, including the Ontario's *Human Rights Code* (Code), the *Accessibility for Ontarians with Disabilities Act, 2005* (the AODA) and the *Occupational Health and Safety Act* (the OHSA). It is committed to providing a working environment that respects the rights of every individual. Discrimination or harassment based on prohibited grounds under the Code or the OHSA will not be tolerated.

Application

The policy applies to all individuals working for the Program, including volunteers (Workers), in all locations where the Law Society Foundation operates.

What is Prohibited

Workers shall not engage in harassment or discrimination. The Program shall address harassment or discrimination of Workers who are patrons of the Program.

Discrimination is differential treatment based on a ground listed below that has an adverse impact on an individual or group.

Harassment is engaging in a course of vexatious comment or conduct that is known or ought reasonably to be known to be unwelcome. Harassment may be based on the grounds listed below or may be personal harassment. Personal harassment may include spreading rumors, gossip and innuendo especially if malicious, hurtful and untrue; social isolation, ostracizing; deliberately undermining someone; belittling an individual's work or achievements; and bullying.

Harassment or discrimination based on the following grounds is prohibited: race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex (including pregnancy), sexual orientation, gender identity, gender expression, age (18 years or more), record of offences (in the employment context), marital status, family status and disability. (See Definitions)

Complaints under the Code of Conduct

Workers who have questions about the policy or about harassment and discrimination, or who feel that they have been the subject of harassment or discrimination should consult the Program Coordinator (the Coordinator) who will consider the situation, and if appropriate address the situation. If the Coordinator will not or cannot address the situation, he or she will bring the matter to the attention of the Secretary/Treasurer of the Program who will take whatever action is practicable and appropriate in the circumstances.

Reprisal and Bad Faith Complaints

Reprisal or threats of reprisal against anyone who makes use of this Code of Conduct or takes part in the process under the Code of Conduct, or **malicious or bad faith complaints** under the Code of Conduct are against the Ontario *Human Rights Code* and will be dealt with accordingly.

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Definitions

The following definitions are applied for the purposes of the Code of Conduct.

Ancestry refers to cultural, ethnic, national, linguistic, racial, religious and/or place of origin.

Citizenship refers to an identity based on common allegiance and responsibility to a particular country.

Colour is a type of identity based on references to skin colour.

Creed or religion is a professed system and confession of faith, including both beliefs and observances or worship. A belief in a God or gods, or a single Supreme Being or deity is not required.

Disability means that the person has or has had, or is believed to have or have had:

- o any degree of physical disability, infirmity, malformation or disfigurement that is caused by bodily injury, birth defect or illness;
- o a condition of mental impairment or a developmental disability;
- o a learning disability, or a dysfunction in one or more of the processes involved in understanding or using symbols or spoken language;
- o a mental disorder; or
- o an injury or disability for which benefits were claimed or received under the insurance plan established under the *Workplace Safety and Insurance Act, 1997*.

Ethnic origin is defined by beliefs, values, knowledge, traditions, symbol systems and way of life shared by a group of people.

Family status means the status of being in a parent and child relationship.

Gender expression refers to the external attributes, behaviour, appearance, dress, etc. by which people express themselves and through which others perceive that person's gender.

Gender identity is linked to a person's sense of self, and the sense of being male or female. A person's gender identity is different from their sexual orientation. People's gender identity may be different from their birth-assigned sex, and may include: transgender, transsexual, intersex or cross-dresser.

Marital status means the status of being married, single, widowed, divorced or separated and includes the status of living with a person in a conjugal relationship outside marriage.

Place of origin is the part of the world from which a person comes from.

Race is the socially constructed differences among people based on characteristics such as accent or manner of speech, name, clothing, diet, beliefs and practices, leisure preferences, places of origin and so forth.

Record of offences means a conviction for an offence in respect of which a pardon has been granted under the *Criminal Records Act* (Canada) and has not been revoked, or an offence in respect of any provincial enactment.

Sex includes pregnancy and breastfeeding.

Sexual orientation is a personal characteristic that forms part of who a person is. It covers the range of human sexuality from lesbian and gay, to bisexual and heterosexual.

Examples of Inappropriate Conduct

The following are examples of inappropriate conduct that may be in violation of the Code of Conduct:

- Derogatory or inappropriate comments, teasing, jokes, innuendoes or taunting.
- Display or circulation of inappropriate, derogatory or offensive written materials, cartoons or pictures.
- Creation of an unpleasant, intimidating or intolerable environment through a pattern of offensive, threatening or hostile comments or conduct.
- Stalking.
- Inappropriate physical contact.
- Physical or verbal abuse.
- Refusing to communicate, converse or work with an individual.
- Sexual assault/abuse.
- Suggestive looks, leering, staring or gestures.
- Unwelcome and unsolicited sexual advances.
- Reprisal or threat of reprisal for the rejection of a sexual advance or solicitation.
- Reprisal or threat of reprisal against an individual for having invoked this policy or participated in any investigation under this policy.