**Human Rights Document**

**Human Rights:** fundamental rights and freedoms to which all people are entitled

* This means that you are free of prejudice and discrimination

Majority of the discrimination that takes place in the workforce or society as a whole is **stereotyping** (having a fixed judgment about a certain group of people).

All of this has led to our **Human Rights Act** which promises equal pay and job opportunities for all races and genders. The federal government has prohibited someone to discriminate against someone on these grounds:

* Race
* Ethnicity
* Age
* Marital Status
* Color
* Religion
* Gender (includes pregnant mothers)
* Disabilities (physical or mental)
* Sexual Orientation

In order to prove discrimination, you need to establish **prima facie** (a case that is legally convincing). There are three things you need to prove under this act:

1. You were qualified for that job
2. You were not hired
3. Someone that was **not** better than you were given the job.



**Image 1:** This diagram shows you the entire process a complaint will go through when violating (or potentially) the Human Rights Act.

Your complaint can be dismissed at any given time if it falls within one of these clauses.

* Your best interests will not be served with this complaint
* No merit to your claim
* No significant discrimination was proven
* Substance of the complaint has been dealt with
* Complaint is frivolous or made in bad faith

Should you prove that there was a violation in the Human Rights Act committed by your employer, these remedies may occur.

* They must stop committing that practice
* Pay the individual for mental anguish
* Give the person their job back if terminated 🡪or the promotion they were denied
* Organization will be required to create social programs for the disadvantaged
* Create a program at work centered around anti-discrimination

**Harassment in the Workplace**

**Harassment:** persistent behavior that violates the human rights of the victim. This could be religious, racial or sexual slurs. Sexual harassment can include unwanted contact, remarks, leering, demands for dates or offensive pictures. All of this can lead to a **poisoned environment** (an uncomfortable atmosphere created by the negative comments or behavior of others). The workplace is responsible for managing all of these issues and have a legal duty to keep their workplace free of any wrongdoings.