

Anti-Discrimination and Anti-Harassment Policy Chatham Hope Non Profit Housing

**Passed by the Board of Directors
Approved date: November 22, 2010**

Chatham Hope Non-Profit Housing (CHNPH) is committed to providing its residents and staff with an environment that ensures everyone is treated with dignity and respect and ensures equal rights and opportunities are provided to everyone without discrimination that is contrary to law. CHNPH supports the principles contained in The Ontario Human Rights Code and will ensure its practices, policies and procedures are applied in a manner that supports an environment free of harassment and discrimination.

It is the policy of CHNPH to make all possible attempts to prohibit discrimination and harassment in all our Corporation facilities, including tenanted areas, lobbies, meeting rooms, and public grounds and parking lots. Moreover, providing fair and equal treatment of all our residents and staff is best achieved where all individuals interact with mutual respect for each others' rights. Since our residents and staff are composed of men and women from diverse backgrounds, fostering such an environment can best be supported by providing information to all regarding human rights and the obligation of everyone, including CHNPH.

These principles from The Ontario Human Rights Code have specific application to CHNPH:

"Every person has the right to equal treatment without discrimination because of race, national or ethnic origin, colour, citizenship, creed, sex, sexual orientation, age (18-65 years), pardoned criminal conviction, marital status, family status and physical or mental disability (including dependence on alcohol or drugs)."

"Every person has the right to freedom from harassment because of race, national or ethnic origin, colour, citizenship, creed, sex, sexual orientation, age (18-65 years), pardoned criminal conviction, marital status, family status and physical or mental disability (including dependence on alcohol or drugs)."

Confidentiality

CHNPH recognizes that it can be extremely difficult to come forward with a complaint of harassment and that it can be devastating to be wrongly accused/convicted of harassment. CHNPH recognized the interest of all parties in keeping the matter confidential.

Harassment Defined

Harassment can generally be defined as a course of vexatious conduct that is known, or ought to be reasonably known, to be unwelcome comment or conduct, directed toward an individual or group of individuals, that is insulting, intimidating, humiliating, malicious, degrading or offensive as perceived by the individual or group. Harassment is in no way to be construed as properly discharged instructions from staff or any conduct that does not undermine the dignity of the individual. Neither is it meant to inhibit free speech or interfere with normal social relations.

Signed by Patricia Planting Date: 11/22/10
President

[Signature] Date: 11/22/10
Secretary