

ReadUP Reading Clubs, A Non-Profit Corporation
HUMAN RIGHTS POLICY: Discrimination and Harassment

Statement

ReadUP believes that children learn to read and to enjoy reading best in a safe, positive, respectful, and inclusive environment. Working in Toronto community centres and schools, ReadUP adheres to the human rights values of these public institutions, at the school board, civic, provincial and federal levels. ReadUP offers a stepped reading program that encourages and reinforces individual success in settings free from harassment and discrimination.

Purpose of this Policy: ReadUP is committed to ensuring that reading club environments are free of unlawful discrimination and harassment, where all individuals are treated with respect and dignity. The purpose of this policy is:

- To identify the types of behaviour prohibited by this policy
- To provide procedures to follow when any individual feels harassed or discriminated against while participating in a ReadUP activity

Application of this Policy: This policy applies to every child, parent, volunteer, or community member participating in a ReadUP activity.

Prohibited Conduct: The Ontario *Human Rights Code* (the “Code”) prohibits discrimination in the provision of services on the following 15 grounds: race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, marital status, family status or disability. ReadUP will not tolerate discrimination and harassment based on any of these legislated prohibited grounds.

Discrimination refers to any form of unequal treatment based on the grounds listed above. It may be intentional or unintentional.

Harassment: The *Code* defines “harassment” as “engaging in a course of vexatious comment or conduct that is known or ought reasonably to be known to be unwelcome.”

For examples of ways in which discrimination and harassment can occur, see the Toronto District School Board *Human Rights Policy* P.031 EMP (www.tdsb.on.ca).

Reporting Discrimination or Harassment:

ReadUP encourages the reporting of all incidents of harassment and discrimination. Any individual who believes s/he is the target of (or has witnessed) discrimination and harassment (the “Complainant”) can report this in the following ways:

- i) Informal Complaint:
 - a) The Complainant can inform the person who is harassing or discriminating against them that his/her behaviour or action is unwelcome and should stop. Often this will resolve the situation.
 - b) The Complainant can seek advice or assistance from the person who is supervising the ReadUP Reading Club or from the ReadUP Board Member who is designated to assist with informal complaints under this policy.
- ii) Formal Complaint: Where there is no informal resolution of the problem, or the Complainant chooses not to attempt to resolve the issue informally, the Complainant can file a complaint with the Chair of ReadUP's Board of Directors or with the Board Member who is designated to receive formal complaints under this policy. The Chair of the Board of Directors or the designated Board Member will then, depending on the nature of the complaint, decide what procedure is appropriate for investigating and resolving the complaint. Information about the complaint and incidents shall be kept confidential to the extent possible.

Contact information for the Chair of ReadUP's Board of Directors and for the Board Member designated under this policy can be obtained by request at: **info@readup.ca**

Nothing in this policy limits a Complainant's rights to seek other avenues of redress open under law, such as a complaint to the Ontario Human Rights Commission.

Approval Date: November 19, 2017

Approved by the ReadUP Board of Directors