



Human Rights Policy

Camp Oconto's Objective

Camp Oconto 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. Camp Oconto is committed to providing positive spaces for campers, staff and volunteers. We define positive space as a welcoming and culturally inclusive environment. Discrimination and harassment based on legislated prohibited grounds of discrimination will not be tolerated. Please see the Ontario Human Rights Code for more information: www.ohrc.on.ca/en/ontario-human-rights-code.

Ontario Camps Association (OCA) Core Values

- Integrity: Demonstrating honesty and fairness at all times.
- Respect: Recognizing and protecting the inherent worth of every person, including oneself.
- Responsibility: Being dependable and accountable for choices, actions and commitments.
- Inclusiveness: Fostering a sense of belonging for all.
- Caring: Building relationships and demonstrating concern for the needs of others.
- Openness: Ability and willingness to embrace new and different ideas and to be open to change.

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. The grounds protected by the *Code* include, but are not limited to, age, race, citizenship, ethnic origin, place of origin, creed, disability, family status, gender identity, gender expression, and sexual orientation.

Gender Identity and Expression

Campers and staff who self-identify as a girl/woman are welcome at Oconto. Campers and staff members who self-identify as non-binary, trans or genderqueer will be considered on a case-by-case basis. This is to do our best to ensure the camper's/staff member's comfort in being in a predominantly all-girls space. Campers/staff are encouraged to request pronouns of their choice and will be addressed as such. Camp Oconto takes a child-centered approach, in which the camper is considered the best suited to determine how they wish to express their gender. As a camp with an aim of rectifying gender oppression by giving girls and women critical opportunities to feel empowered, Camp Oconto recognizes that gender oppression is not limited to the experiences of cis-gendered girls and women, but is experienced deeply by trans, non-binary and genderqueer people too. Camp Oconto celebrates each individual for who they are.

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 must follow to identify, remove and prevent barriers to accessibility. For more information, please see Camp Oconto's Accessibility Policy.

Training

Camp Oconto provides training to ensure the effectiveness of this Human Rights Policy on an annual basis as well as when the policy has been changed.

Directors and Supervisors shall:

- Act as positive role models

- Treat everyone with respect and dignity at all times
- 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, CITs, and Volunteers, shall:

- Treat everyone with respect and dignity at all times–
- 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

Complaints Procedure

Any complaints or concerns regarding human rights should be communicated to the Camp Director or Assistant Director in person, by phone or by email (613.375.6678 or bronwyn@campoconto.com).

No Reprisal

This policy prohibits reprisals against employees who have provided information to Camp Oconto in good faith regarding a complaint or incident concerning human rights. 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 during 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 Oconto Directors, supervisors, employees and volunteers are expected to uphold this policy, and will be held accountable. Where Camp Oconto concludes that a violation of this Policy has occurred, Camp Oconto may, where it deems appropriate, take any, some, or all the following actions:

- Remove the perpetrator from the workplace, using security or the police if necessary;
- Report the conduct of the perpetrator to the police;
- Where the perpetrator is not a Camp Oconto employee or volunteer, report the conduct to the perpetrator’s employer or elsewhere as appropriate; and
- Take any other action appropriate in the circumstances.

Definitions

Discrimination: is any prejudice, behaviour 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).
- Misgendering:** A form of discrimination in which one refers to another person as a gender that they do not identify with.
- Transgender/Trans:** A general term of multiple gender identities of those who do not identify with their assigned sex at birth.
- Non-Binary:** A general term used for genders other than those within the female/male binary.

Please note that some definitions were taken from the TSER (Trans Student Educational Resources), which can be found at the following web address: <http://www.transstudent.org/definitions>.