



Accessing Human Rights Support at Durham College



As a requirement of the Ontario Human Rights Code (OHRC) and the Occupational Health & Safety Act (OHSA), DC maintains its Harassment, Workplace Sexual Harassment/Misconduct and Discrimination policy (ADMIN 202). This policy provides guidance to the DC community about their rights and responsibilities towards cultivating a learning and work environment that is free of any form of harassment, workplace sexual harassment, discrimination, and hate based on OSHA and the prohibited grounds under the Code, and the steps which would be followed to determine and address a violation of this policy.

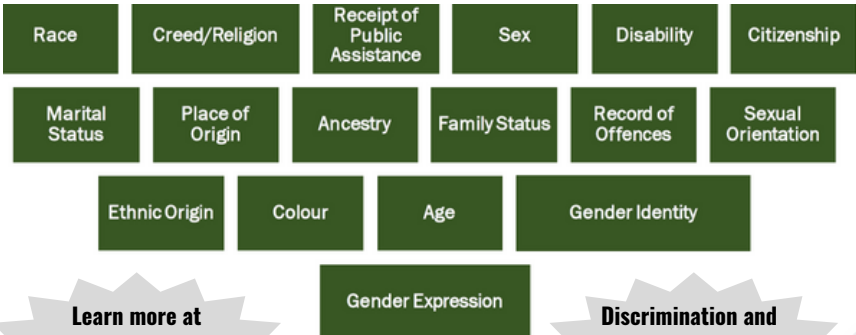
Does my experience constitute a violation of this policy?

According to the Ontario Human Rights Code,

Discrimination is defined as: Treating someone unfairly by either imposing a burden on them, or denying them a privilege, benefit or opportunity enjoyed by others, because of 17 different personal attributes, known as protected grounds.

Harassment is defined as: Engaging in a course of vexatious [annoying or provoking] comment or conduct which is known or ought reasonably to be known to be unwelcome

OHRC Protected Code Grounds



Learn more at
<https://www.ohrc.on.ca/en/ontario-human-rights-code>

Discrimination and harassment can occur without any intent to harm!

Request a Human Rights Consultation

Students, if you experienced ableism, anti-Black racism, antisemitism, a violation of your accommodation, homophobia, islamophobia, sexism, workplace sexual harassment, or any other form of hate, harassment or discrimination as outlined in the Ontario Human Rights Code while on campus, or during a DC sanctioned activity, we are here to support you.

If you or someone you know is in immediate danger, please call 911 or contact Campus Security at 905.721.8668 ext. 2400 or 905.721.3211.

Step 1 Request a Human Rights Consultation

from the Office of Equity, Diversity and Inclusion. Share your experience in a confidential, trauma-informed, anti-oppressive space. We will listen and help guide you to the right resources, whether you're seeking to understand your reporting options as outlined in our Harassment, Workplace Sexual Harassment/Misconduct and Discrimination Policy; access academic accommodation; or seeking help connecting to on and off campus support services.

Step 2 Connect with an Advisor

The Human Rights Advisor (Students) will contact you via your Durham College email to set up a virtual intake, within one week. Intakes last approximately 1.5 hours. We assess if your experience might constitute a violation of the Harassment, Workplace Sexual Harassment/Misconduct & Discrimination policy; explore your expectations and options; determine next steps; and provide you with resources and service navigation support.

To begin the process, email us
Humanrightssupport@durhamcollege.ca