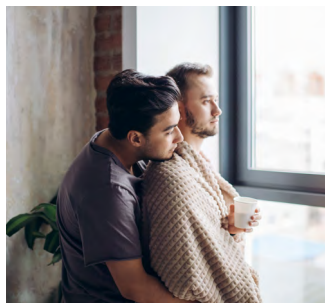


HRLSC | Human Rights Legal Support Centre

CAJDP | Centre d'assistance juridique
en matière de droits de la personne



**Have you been
discriminated against?
Need legal help?**

**The Human Rights Legal Support
Centre (HRLSC) provides free legal
help to people who have experienced
discrimination in Ontario.**

The Human Rights Legal Support Centre (HRLSC) gives legal help to people who have experienced discrimination under the Ontario *Human Rights Code*.

The *Code* can protect you from being treated differently and negatively in specific social settings including:

- Services, goods and facilities (e.g stores, gyms restaurants, schools, transit or police)
- Employment/job
- Housing

The *Code's* goal is to prevent discrimination and harassment because of your:

- Age
- Creed (religion)
- Disability (e.g. physical, mental and addictions)
- Gender or sex (sexual orientation, pregnancy, sexual harassment, gender identity/ expression)
- Marital status and family status
- Race, colour, ancestry, place of origin, citizenship, and ethnic origin
- Receipt of public assistance (applies only to housing situations)
- Record of offences (applies only to employment and the person must have been pardoned)

The HRLSC provides free legal and support services which can include:

- Advice about whether your situation is covered by the *Code*
 - Assistance to try to settle your claim early
 - Help with a human rights application to the Ontario Human Rights Tribunal (HRTTO)
 - Referrals of clients from other organizations
 - Representation at HRTTO mandatory mediations
 - Representation in settlement negotiations
- IF a hearing is required:
- Representation at an HRTTO hearing
 - Enforcement of a Tribunal order or mediated settlement

How we have helped our clients

Our legal and support services help people experiencing discrimination **fight for results like financial compensation, training and policy changes that can help others:**

Sexual harassment	A supervisor at a hotel was ordered to pay \$75,000 after making comments and sexual advances on a woman working as a housekeeper.
Pregnancy discrimination	A pregnant temporary worker got her job back and was allowed to take maternity leave after being fired for speaking up about chemicals she was required to use on the job.
Racial profiling	A Muslim father was awarded \$6000 after a staff member at his son's school told him to "go back to your country" and called the police on him.
Disability bias	A hardware store was ordered to pay \$2,500 and update workplace training after making harmful and unfair assumptions about employee with addiction-based disability.

Preparing for a human rights application

- File an application under one year after the last incident of discrimination or harassment
- Collect documents and evidence (including phone records, your written notes)
- Think about remedies for which you'd like to ask

More on human rights in Ontario

Visit the HRTTO at tribunalsontario.ca/hrto/ to find more information on the human rights application process.

For information about the advancement of human rights visit the Ontario Human Rights Commission's website at ohrc.on.ca

Ask about our referrals process

On request, we can provide legal education workshops (see hrlsc.on.ca/about for details). We can also take clients referred by external organizations. Call us for information about referrals.

KNOW YOUR RIGHTS, VISIT HRLSC.on.ca



Before calling, visit our website: hrlsc.on.ca

Learn about your eligibility for services and what you need for your case and then complete an intake on our client portal site.

If you are unable to communicate by telephone because of a Human Rights Code protected reason, such as disability, please email: accommodation@hrlsc.on.ca. We also can provide services in 140 languages, including Cree, Oji-Cree, Mohawk and Ojibway. We will arrange to speak with you in the language of your choice.

Tel: 416-597-4900 / TF: 1-866-625-5179
TTY: please dial 7-1-1

Our telephone lines are open:

Monday, Tuesday, Wednesday, Friday: 9 am to 5 pm
and Thursday: 2 pm to 5 pm

Please note: due to significant demand, the HRLSC may not be able to provide applicants with all the legal support services that may be requested.