



Most people do not know what their basic rights are. However, most people do know when they have been treated unfairly. Rights are tools to protect you.



## Know Your Rights

You may find yourself in a situation where you are unsure of your rights. There are many laws that protect your rights. Knowing your rights can protect you from discrimination and unfair treatment.

### Things You Can Do

**Know what your rights are. The three most important things you need to know are:**

- All people have basic rights that protect them from discrimination - discrimination happens when you are treated unfairly or badly because of your gender, marital status, race or religion
- All rights are equal and apply to everyone - being human means you have rights regardless of who you are or what you do
- Governments are here to make sure your rights are not being violated

**By knowing your rights you can make sure that your own rights are respected. You can do this by:**

- Knowing your rights
- Knowing what counts as a violation of those rights
- Knowing what to do when your rights are violated

**The Ontario Human Rights Code is a law that protects your right to equal rights and opportunities without discrimination. The Code encourages people to feel a part of the community and feel able to contribute to the community.**

**The Code deals with discrimination in:**

- Your job, including applying for a job, job interviews, promotions, office dress codes, days off and shift schedules
- Schools, shops, restaurants and hospitals
- Your home, whether you rent an apartment, or live in a college residency
- Contracts, such as verbal or written agreements
- Membership in unions or professional associations



Know  
**Your Rights**



[www.norwestchc.org](http://www.norwestchc.org) • 1-866-357-5454 (toll free)

## Where to Find Help

**Human Rights Committee** 622-1099  
*Community Living Thunder Bay*  
*The Human Rights Committee ensures that the human, civil and legal rights of people with a developmental disability are protected.*  
 1501 Dease St.  
*Open: Monday to Thursday 8:30am to 4:30pm and Friday 8:30am to 1:00pm*  
[www.cltb.ca](http://www.cltb.ca)

**Ombudsman Ontario** 1-800-263-1830  
*The Ombudsman's job is to ensure the accountability of government through effective oversight of the administration of government services in the province.*  
 483 Bay St., Toronto, 10th Floor, South Tower (Bell Trinity Sq.)  
[www.ombudsman.on.ca](http://www.ombudsman.on.ca)

**Ontario Human Rights Commission** 1-800-387-9080  
*The Commission's mandate under the Ontario Human Rights Code includes: investigating complaints of discrimination and harassment; making efforts to settle complaints between parties; preventing discrimination through public education and public policy; looking into situations where discriminatory behaviour exists.*  
 180 Dundas St. W. 7<sup>th</sup> Floor, Toronto  
[www.ohrc.on.ca](http://www.ohrc.on.ca)

### Community Legal Aid Clinics:

**Family Law Office** 346-2950  
 30B St. Paul St.  
[www.legalaid.on.ca](http://www.legalaid.on.ca)

**Kinna-aweya Legal Clinic** 344-2478  
 86 S. Cumberland St. 1-888-373-3309  
[www.kalc.ca](http://www.kalc.ca)

**Nishnawbe-Aski Legal Services** 622-1413  
 86 S. Cumberland St. 1-800-465-5581  
[www.nanlegal.on.ca](http://www.nanlegal.on.ca)

### Citizenship:

**Thunder Bay Multicultural Association** 345-0551  
 17 N. Court St. 1-866-831-1144  
[www.thunderbay.org](http://www.thunderbay.org)

**Citizenship and Immigration Canada** 1-888-242-2100  
*Canada Immigration Centre*  
 221 Archibald St. N., Suite 108  
[www.cic.gc.ca](http://www.cic.gc.ca)

### Housing:

**Landlord and Tenant Board** 1-888-332-3234  
*Ontario Rental Housing Tribunal Client Service Office*  
 435 James St. S., Suite 114  
*Open: Monday to Friday 8:30am to 5:00pm*  
[www.ltb.gov.on.ca](http://www.ltb.gov.on.ca)

### Employment:

**Ontario Ministry of Labour, Employment Standards Program** 475-1691  
*Thunder Bay Office*  
 435 James St. S., Suite 222  
[www.labour.gov.on.ca](http://www.labour.gov.on.ca)