



COTAPSAI

CITY OF TORONTO
ADMINISTRATIVE, PROFESSIONAL, SUPERVISORY
ASSOCIATION, INCORPORATED

77 ELIZABETH STREET
3RD FLOOR
TORONTO, ONTARIO.
M5G 1P4

PHONE: 416 392-7543

FAX: 416 392-1379

COTAPSAI@TORONTO.CA

May 16, 2008

Mayor David Miller
Members of the Employee and
Labour Relations Committee

Re: Human Rights Policy

Mayor Miller,

COTAPSAI has been consulted on the proposed changes to the City of Toronto's Human Rights Policy. We reviewed the changes and responded in writing to the Senior Human Resources Consultant, Human Rights.

We appreciate having been involved in the consultation process and are generally pleased with the proposed Policy and the suggested changes.

In COTAPSAI's response to the City, we indicated that we were pleased, in Section 2.2-2.4, with the addition of prohibited grounds of discrimination which are not included in the Ontario Human Rights Code and are therefore not protected by that legislation.

These are:

- Political Affiliation
- Level of Literacy
- Personal Harassment
- Membership in a Union or Staff Association

COTAPSAI suggested to the City in our response that since these are not prohibited grounds under the Ontario Human Rights Code, there would be no recourse under the Human Rights Code for individuals should a complaint on any of these added grounds be denied by the City.

COTAPSAI's suggestion is to include a separate mechanism in the amended Policy that would secure the right of an individual, with the support of COTAPSAI, to appeal any complaint denied under the four new grounds through a similar process as complaints heard under the Human Rights Code.

The City's response is that an internal appeal mechanism for these four new grounds is not under consideration at this time. We are writing to this Committee to request and stress the need for an appeal mechanism.

While these added grounds are admirable on the part of the City, failing to provide for the same rights of appeal places the new grounds in an inequitable and unfair position by virtue of their inclusion in the city Policy without the right to appeal.

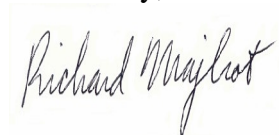
The other suggestion that COTAPSAI made is the recommendation that Supervisors and Managers be provide with "mandatory" training regarding their responsibilities under this revised Policy.

While the response from the City is that "it is envisioned" that this will occur, COTAPSAI is eager that the training for Management in this area is provided and is both adequate and mandatory.

Once again COTAPSAI appreciates the opportunity to review and respond to both new and revised City Policies that affect the Members of our Association.

As always our goal is to work with the City for the betterment of the City, its citizens, and our members.

Yours truly,

A handwritten signature in black ink that reads "Richard Majkot". The signature is written in a cursive style and is positioned above the typed name and title.

Richard D. Majkot
Executive Director