Appendix D
Equity, Diversity & Human Rights Legislative and Policy Framework

The City’s legislative obligations … require City commitments and policies … which inform the development of budgets, service plans, and guidelines and standards.

- Employment Standards Act
- Occupational Health and Safety Act
- Ontario Human Rights Code
- Accessibility for Ontarians with Disabilities Act
- Collective Agreements
- Employment Accommodation Policy
- Human Rights & Anti-Harassment Policy
- Hate Activity Policy*
- Charter of Expectations
- Code of Conduct for Members of Council
- Statement of Commitment to Creating an Accessible City
- Employment Equity Policy
- Statement of Commitment to Aboriginal Communities
- Operating and Capital Budgets
- Service Plans
- Corporate/Divisional Guidelines and Standards

• There are also hate activity provisions under the Criminal Code of Canada which impose a criminal sanction against advocating or promoting genocide and wilfully promoting hatred against an identifiable group. Individuals can be charged by the police under these provisions.
• The Charter of Rights and Freedoms is also generally applicable to the activities of the City