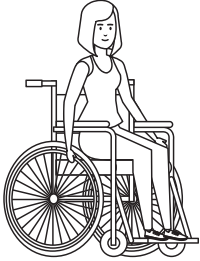


# Human Rights in Ontario

Nikaido is a new student at her high school and finds out that the elevators are broken, and she has no accessible way to get to her classrooms on the 2nd floor.



THIS IS A FORM OF DISCRIMINATION

Discrimination is when someone or a group of persons is treated unfairly or unequally. This includes lack of access & inclusivity, and harassment.



The Ontario Human Rights Code is the law that protects people from discrimination.

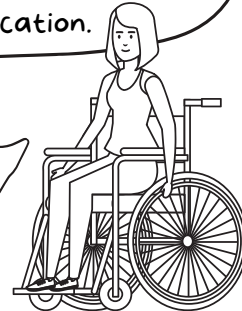


The Human Rights Code protects people from discrimination based on the "grounds" of:

- |                 |                              |                            |
|-----------------|------------------------------|----------------------------|
| Place of origin | Disability                   | Creed (religion / beliefs) |
| Citizenship     | Family status                | Record of offences         |
| Ethnicity       | Marital status               | Sexual orientation         |
| Sex             | Age                          | Gender identity            |
|                 | Receipt of public assistance | Gender expression          |

On the grounds of disability, I am being discriminated against in the social area of my school facilities and access to education.

What should I do?



**TALKING TO SCHOOL ADMIN TO ACCOMMODATE HER IS AN IMPORTANT FIRST STEP**

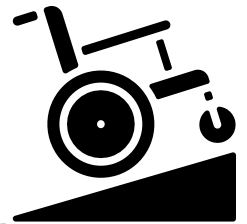
In the following "social areas":

- Employment
- Housing (such as renting an apartment)
- Goods, services, and facilities (such as in stores, restaurants, hospitals, and police)
- Contracts (such as an agreement to buy a bicycle or a cell phone)
- Membership in a union or a professional association for your job

Special arrangements must be made by a service provider to ensure that someone like Nikaido is not treated unfairly or unequally.



**They can accommodate her by building a wheelchair access ramp at school**



Employers, service providers and landlords must always accommodate you unless they can show it would cause them "undue hardship". Undue hardship means that it would be too difficult or expensive to accommodate you. Undue hardship is a complex legal principle. If someone is telling you that they cannot accommodate you for this reason, you should talk to a lawyer.

**IF YOU KNOW SOMEONE THAT IS BEING DISCRIMINATED AGAINST, KNOW THE LAW AND HAVE THEM TALK TO A LAWYER ABOUT THEIR SITUATION**