

Centre for Human Rights, Equity & Inclusion

Early Intervention Program

The Centre advances Humber's commitment to human rights, equity, diversity and inclusion through its educational programs, legislative monitoring and compliance as well as its complaints resolution services.

In responding to Human Rights complaints, the Centre provides key Human Rights related programs and services. Early interventions, consultations, mediations and formal investigations into allegations of discrimination and harassment based on the 17 prohibited grounds as defined in the *Ontario Human Rights Code* and personal/psychological harassment and sexual harassment as defined in the *Occupational Health and Safety Act*.

What is Early Intervention?

Early intervention into Human Rights related matters is a vital mechanism for addressing concerns and improving classroom and/or workplace relations.

The Centre's Early Intervention Program consists of giving parties the opportunity to resolve **Human Rights related concerns** in a collaborative and respectful manner that attempts to rebuild, maintain and improve relationships among those in conflict.

Why is Early Intervention Important?

- Increases capacity building in employees to respond and address human rights and personal/psychological harassment related concerns.
- Increases employee satisfaction and productivity.
- Promotes a healthy and inclusive working, learning and living environment.
- Decreases formal human rights complaints and associated legal costs.
- Recognizes that the *Ontario Human Rights Code* is primarily remedial and not punitive.

Questions:

If you have questions pertaining to the Centre's Early Intervention Program, please contact: Patricia Suleiman, Advisor, Human Rights, Equity & Inclusion, at patricia.suleiman@humber.ca.