

DO

THE

RIGHT

THING

**KNOW
YOUR RIGHTS!**



Commission
des droits de la personne
et des droits de la jeunesse

Québec

Supervision, concept, writing and production :

Shirley Sarna
Acting Director
Education and Cooperation Department

Graphics :

Marie-Denise Douyon
Education and Cooperation Department

Text revision :

Communications Department

Printing :

Lebonfon

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WHAT IS THE QUEBEC CHARTER *of Human Rights and Freedoms?*

It is a law

- that identifies everyone's rights and responsibilities;
- that protects rights;
- that guards against discrimination.

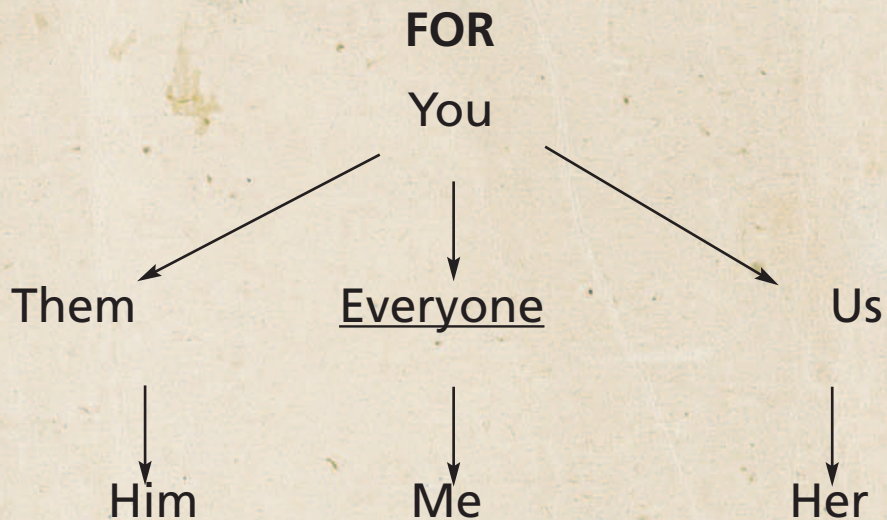


The Charter was adopted :

- June 27, 1975.
- at the National Assembly of Québec.

FOR WHOM?

The Charter of Human Rights and Freedoms



DISCRIMINATION

You have been refused an apartment, a job or a service because you are :

- a single parent,
- an immigrant,
- a person with a disability?

It is possible that you are a victim of DISCRIMINATION.

WHAT ARE YOUR RIGHTS IN THE CHARTER?

Some fundamental rights:

Article 1

You have the right to life.



Article 3

You have freedom of religion,



freedom of opinion
and freedom of expression.



Article 5

You have the right to respect
for your private life.



Article 7

No one may enter
your home against your will.

Right to Equality :

Article 10

You cannot lose your rights because of your :

GENDER

RACE

COLOUR

SEX

PREGNANCY

SEXUAL ORIENTATION

CIVIL STATUS

AGE

RELIGION

LANGUAGE

ETHNIC OR NATIONAL ORIGIN

SOCIAL CONDITION

DISABILITY

POLITICAL CONVICTIONS



Some political rights:

Article 22

You have the right to vote.



Judicial rights:

Article 23

You have the right to be heard by a tribunal.

Article 28

You have the right to know why you were charged.

Article 29

You have the right to a lawyer.

Article 33

You are innocent until proven guilty.



Some economic and social rights

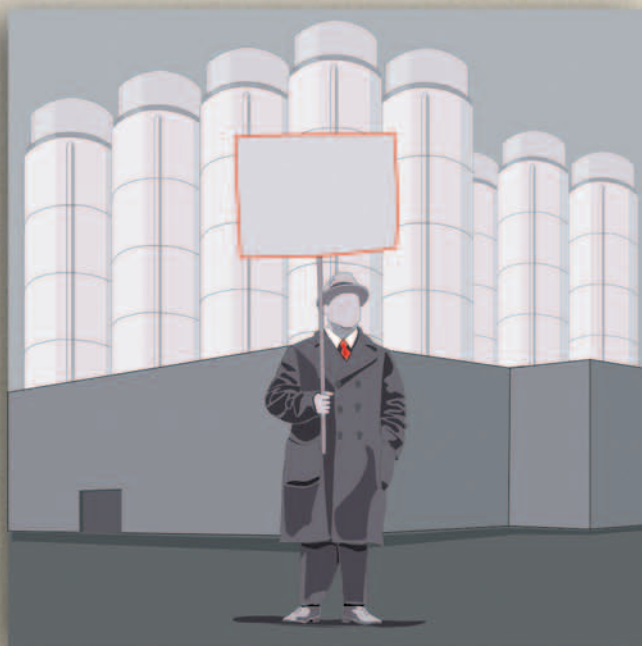
Article 40

You have the right to go to school.



Article 46

You have the right to decent working conditions.



Article 48

Every aged person and every handicapped person has a right to protection.



Rights and Responsibilities

My rights end where the rights of others begin.

Respecting others is my responsibility!

WHAT IS *the Commission?*

It is a body
that promotes knowledge of
and respect for
human rights.



WHAT DOES *the Commission do?*

It helps protect your rights through:



- education



- investigation
and mediation



- information



- research



- legal help



- equal access to employment programs

THE COMMISSION
provides education services

Do you want to learn:

- about your rights?
- on how to counter racism?
- what to do about sexual harassment?
- about non-violent ways to solve problems?
- about the rights of special needs students?

Call the Commission.
Get together a group.
We will be happy to meet with you
and present a workshop.
It is free of charge!

THE COMMISSION
provides investigation
and mediation services

If you believe you are a victim of discrimination,
you may file a complaint.

The Commission will :

- try to help settle the problem;
- seek evidence;
- suggest ways to correct the problem.

The Commission may also apply to a court.

You are protected against reprisals.

It is free of charge!

THE COMMISSION provides research services

ABOUT:

- how to apply the Charter;
- situations that may block human rights;
- Quebec laws.

WHY?

- to help apply the Charter;
- to shed light on problems of human rights;
- to recommend changes to the government.

THE COMMISSION
provides advice on
equal access to employment

Q : What does the Commission do?

R : It helps prepare equal access to employment programs for workplaces.

Q : Why?

R : To correct discrimination against people who belong to certain groups that have been kept down.

THE COMMISSION
provides legal help

If necessary, the Commission may decide
to provide a lawyer to defend you
in a court of law.

It is free of charge!



WHAT WOULD YOU DO IN THE SITUATIONS



Renting an Apartment

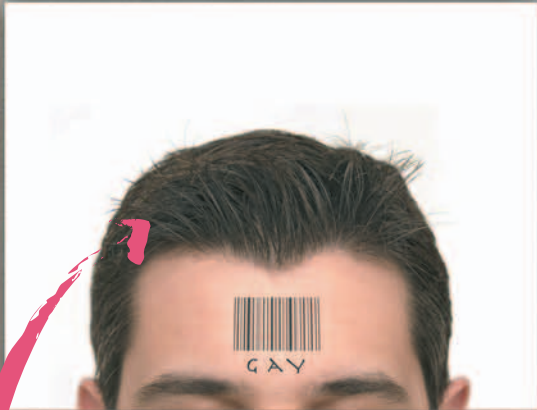


Respect and Dignity
for Everyone



My Neighbourhood
School

DESCRIBED IN THE NEXT PAGES?



Never on a Saturday



**Making Fun
is not Funny**



Is it Fair?

RENTING AN APARTMENT





RENTING AN APARTMENT

Susan and Douglas want to rent an apartment. They are black. They find a place that is just perfect. The landlord tells them it is rented.

They ask a friend to check if this is so. He is white. The landlord tells him the apartment is still for rent. The rent is twenty dollars less!

The couple files a complaint at the Commission, which will check the facts. The Commission sends witnesses, a black couple and a white couple to see the behaviour of the landlord. He reacts the same way as he did toward Susan and Douglas. The same thing happens.



DISCUSSION

1. What happened to Susan and Douglas?
Recount the events.

2. Was there discrimination?
If so, what kind?

3. Are Susan and Douglas protected by the
Charter. If so, where?

4. What should they do?

5. Has this ever happened to you or to
anyone you know?



EXERCISE

Fill in the blanks

_____ and _____ want to rent an _____. The landlord tells them it is _____. They think that this is not so. Maybe they are refused because of the _____ of their skin. They ask a _____ to check. The landlord tells him the apartment is _____ and that he can move in tomorrow. The couple files a _____ at the _____. The Commission sends _____. The same thing _____.

RESPECT AND DIGNITY FOR EVERYONE



Marie's dad lives in a seniors' residence. She visits him every week. Marie sees things that she does not feel are right. Her father must pay for his meals. He has to pay for activities too.

Marie thinks that the seniors are treated badly. They are punished. They are put to work. She finds this cruel. Something is very wrong. Marie is quite upset.



DISCUSSION

1. What problem did Marie see?

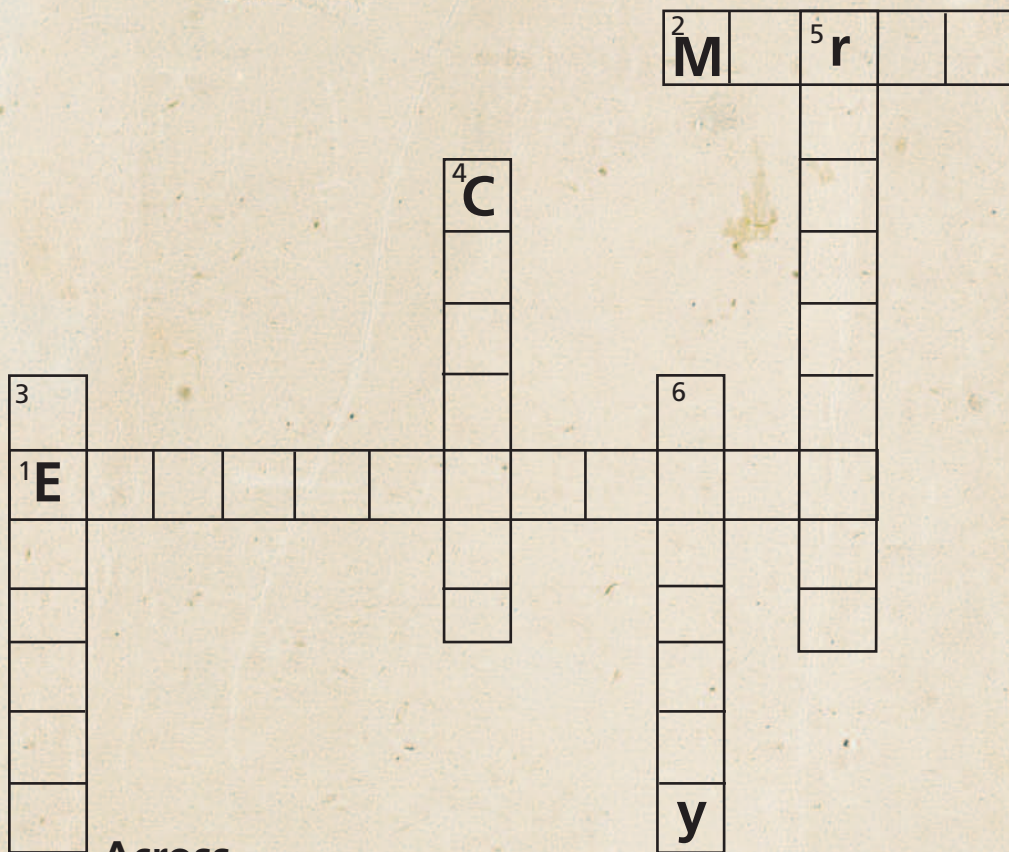
2. Are the seniors protected by the Charter?
If so, where?

3. What should they do?
What should Marie do?

4. Do you know of a similar situation?

EXERCISE

Crossword Puzzle



Across

1. Every aged person and every person with a disability must be protected from it.
2. The name of the daughter.

Down

3. Not youngsters.
4. The _____ of Rights and Freedoms.
5. The problem happened in that place.
6. Everyone must be treated with _____ and respect.

MY NEIGHBOURHOOD SCHOOL





MY NEIGHBOURHOOD SCHOOL

Christine is six years old. She has Down syndrome. She went to kindergarten and Grade One in a regular classroom. This year the school board wants to send her to a special class in another school. Her parents do not agree with this idea. They feel that Christina will lose out. For example, she will miss the stimulation of a regular class.

They ask, " Why can't the school adapt itself to Christina? Why must she be sent away?" Christina's mother and father would like her to attend a regular classroom in her neighbourhood school.



DISCUSSION

1. What happened to Christina?

2. Why do Christina's parents disagree with the school board's decision?

3. Is there discrimination? If so, in what way?



EXERCISE

What is your opinion?

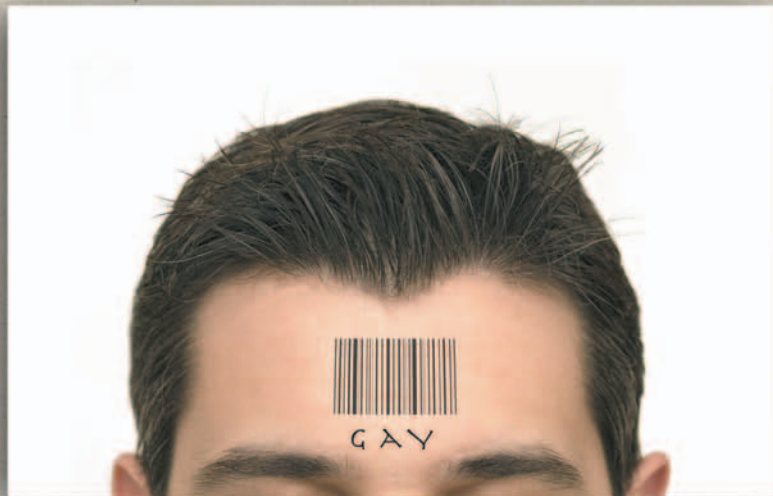
Think about your own community. What can be done to better include people with disabilities?

At school:

At work:

In the neighbourhood:

MAKING FUN IS NOT FUNNY



Jack is a cashier in a supermarket. Lately, he has been on edge. His fellow employees have been making fun of him because he is gay. They even make degrading remarks in front of the customers. This makes him very angry and nervous.

Because of this, Jack cannot do his job well. He makes mistakes on the cash. The boss sees this and decides to fire him.



DISCUSSION

1. What is the problem here?

2. Is there discrimination?
If so, in what way?

3. What is harassment?

4. Is Jack protected by the Charter?

5. If you were asked to step in, what would
you say or do?

EXERCISE

Take the word
HARASSMENT

and select the letters, in any order,
to form new words.

How many new words can you find?

Write them down.



HARASSMENT EXERCISE

Then	Trace	Tram	Trash
Tear	Ten	Than	The
Star	Tar	Tart	Team
Sham	Shame	Share	Shear
Seas	Seat	Sent	Set
Rent	Sash	Sat	Seam
Rash	Rat	Rate	Ream
Neat	Net	Race	Ram
Meat	Men	Name	Near
Mash	Mass	Mean	Meant
Heat	Hem	Man	Mane
Hat	Hate	Hear	Heart
Harm	Harness	Has	Haste
Eat	Hale	Ham	Harass
Arm	Ate	Ear	Earth
Ash	Ashes	Ass	Are
Arc	Arch	Art	Asset

NEVER ON A SATURDAY





NEVER ON A SATURDAY

Rita works in the shipping department of a big factory. There is a lot of work. Her boss, Ms. Thompson, asks her to work Saturdays. Rita refuses, but the boss insists. But Rita is a Seventh Day Adventist. Her Sabbath is not Sunday. It runs from sundown on Friday to sundown on Saturday.

Ms Thompson says there is a big rush. The orders have to be sent out. Rita has to work Saturdays in order to catch up. Rita is stuck.



DISCUSSION

1. What is going on?

2. Does Rita have any rights here?
If so, explain.

3. What should she do?

EXERCISE

NEVER ON A SATURDAY



A PLAY

SCENE ONE : AT THE FACTORY

Ms. Thompson: Rita, we just got in a big shipment. I would like you to work this Saturday.

Rita: But I can't, Ms. Thompson.

Ms. Thompson: Why not?

Rita: Well, I just can't.

Ms. Thompson: Then how about Saturday, next week?

Rita: No, I can't then either.



Ms. Thompson: You know Rita, everyone has to do over-time sometimes.

Rita: Yes, I know. But I can't on Saturdays. It's against my religion to work on Saturdays.

Ms. Thompson: What do you mean?

Rita: I'm a Seventh Day Adventist. Saturday is our Sabbath. It begins at sundown on Friday and ends at sundown on Saturday.

Ms. Thompson: Nonsense. Whatever your religion, everyone here works some Saturdays. And so will you. Is that understood?

Rita: I'm sorry, but I don't think this is fair.



**SCENE TWO:
OVER THE PHONE**

Ms. Thompson: Hello?

Rita: Hello Ms.
Thompson. This is Rita.

Ms. Thompson: Yes, hello
Rita. How are you?

Rita: I'm fine. But I have
some bad news. I really
cannot work on
Saturdays.

Ms. Thompson: Ever?

Rita: No. I'm sorry madam. It's against my religion.
Your Sabbath is Sunday. You don't work on
Sundays. Mine is on Saturday.

Ms. Thompson: Well Rita, I wish you would
change your mind and work on Saturday.

Rita: But I just can't.

IS IT FAIR?



Sonia is a security guard. She works for a security company. She patrols a shopping centre. After many years, she decides to change jobs.

She asks the company if she can work as a guard in a bank. The company refuses: no women guards in banks. They say that the customers do not want to see women as guards in banks.

"The customer is always right," says the boss. "And besides," he adds, "few women have gun permits."



DISCUSSION

1. What is this case about?

2. How does the company respond?
What do you think about this?

3. Is there discrimination?
If so, what kind?

4. Is Sonia protected by the Charter?
If so, find where?

5. What should she do?



EXERCISE

Answer the questions below by tracing an arrow towards the man, the woman or both:

Who can?

- Cook at home.
- Give birth.
- Run a business.
- Be a spiritual leader.
- Take care of children.
- Play hockey.
- Be a hairdresser.
- Be a scientist.
- Become a Prime Minister.
- Be a mechanic.



Man



Woman



Man and
woman

[illegible]

LET'S TALK and share stories



Of all the cases you have read, which struck you the most and why?

Have you ever heard of these or similar cases?

If these situations happened to anyone you knew, would you know what to tell them?

If these situations happened to you, would you know what to do?

WHY IT IS IMPORTANT to know about our rights



We need to know about our rights because...

This image shows a single sheet of cream-colored paper with horizontal ruling lines. The paper has a slightly textured appearance with some minor discoloration and small dark spots. There are 20 horizontal lines in total, evenly spaced across the page. The lines are a light gray or blue color. The paper is oriented vertically and appears to be a standard size like A4 or letter.

DISCRIMINATION

This image shows a single sheet of off-white or cream-colored paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There are some small, faint brown spots scattered across the surface, likely due to age or handling. The paper appears slightly textured.

I HAVE STOOD UP FOR MY RIGHTS

when I...

This image shows a single sheet of cream-colored paper with horizontal ruling lines. The paper has a slightly textured appearance with some minor discoloration and small dark spots. There are ten horizontal black lines spaced evenly across the page, creating nine distinct rows for writing. The lines extend from the left edge to the right edge of the paper.

I HAVE STOOD UP FOR THE RIGHTS of others when I...

[illegible]

QUEBEC CHARTER OF HUMAN RIGHTS AND FREEDOMS

ADOPTED

NATIONAL ASSEMBLY

RESPECT

DISCRIMINATION

FUNDAMENTAL RIGHTS

RELIGION

OPINION

EXPRESSION

PRIVATE LIFE

PREGNANCY

SEXUAL ORIENTATION

CIVIL STATUS

POLITICAL CONVICTIONS

ETHNIC OR NATIONAL ORIGIN

SOCIAL CONDITION

POLITICAL RIGHTS

JUDICIAL RIGHTS

LAWYER

INNOCENT

ECONOMIC AND SOCIAL RIGHTS

DECENT WORKING CONDITION

PROTECTION



EMPLOYMENT EQUITY
COMMISSION

SERVICES

EXPLOITATION

EQUALITY

EDUCATION

INVESTIGATION

RESEARCH

RACISM

SEXUAL HARASSMENT

NON-VIOLENT

CHILDREN WITH SPECIAL NEEDS

RESPONSIBILITIES

FILE A COMPLAINT

TRIBUNAL

REPRISALS

DIGNITY

RESIDENCE

KINDERGARTEN

DOWN SYNDROME

NEIGHBOURHOOD

DEGRADING REMARKS

GOVERNMENT

MEDIATION

SEVENTH DAY ADVENTIST

PHOTO CREDITS

Cover Page:

Photo paper drying on the rope with clothes spins
Erik Reis / 123RF.com

Interior Cover Page and page 7:

Photo paper drying on the rope with clothes spins
Erik Reis / 123RF.com

Pages 2 to 56 (background image):

Ancient book on a light background
Valery Sibrikov / 123RF.com

Page 4:

Side view of facade National Assembly (Québec)
Modified image, Régis Fournier, © Le Québec
en images, CCDMD

Pages 6 and 56:

Aged paper background with a tree landscape
Erik Reis / 123RF.com

Page 7:

Man covering his mouth with his hand
AbleStock / 123RF.com

Portrait of a woman sitting at the table
and speaking through a megaphone
Dmitriy Shironosov / 123RF.com

Teenager with his mouth sealed with adhesive tape
Jose Manuel Gelpi Diaz / 123RF.com

Page 8:

Lock around house
Chode / 123RF.com

Pages 9, 53 and 54:

Coloured pencils
Serghei Velusceac / 123RF.com

Page 10:

Hand with ballot and box isolated
on white background
Tatiana Popova / 123RF.com

Judge's gavel, close-up over white
Aleksandar Kosev / 123RF.com

Page 11:

Young kids are ready for school
Thomas Perkins / 123RF.com

Page 11:

Protest the boss
Mysontuna / 123RF.com

Page 12:

Silhouette of man on bicycle
Jasenka LukÅia / 123RF.com

Profile view of silhouetted senior man
sitting in wheelchair
lofoto / 123RF.com

Page 13:

People in treetop
Skvoor / 123RF.com

Page 14:

Man writing on glass
Alexey Klementiev / 123RF.com

Investigator looking through magnifying glass
Igor Dutina / 123RF.com

Pages 14, 42, 46 and 47:

Unique perspective of retro phone
on white background
Bruno Passigatti / 123RF.com

Page 14:

Stack of magazines on white background
Massimo Merlini / 123RF.com

Pages 14 and 19:

Female judge holding a gavel
Geo Martinez / 123RF.com

Page 14:

Brass scale
Anastasiya Maksimenko / 123RF.com

Pages 20, 22 to 25, 46 and 47:

Couple painting wall
lofoto / 123RF.com

Pages 20, 26, 27, 46 and 47:

Senior man
Galina Barskaya / 123RF.com

Pages 20, 29 to 32, 46 and 47:

Elementary student playing with building blocks
Moodboard / 123RF.com

Pages 21, 33, 34, 46 and 47:

Bar code on a man's forehead
Carsten Reisinger / 123RF.com

Pages 21, 37 to 42, 46 and 47:

Industrial warehouse with plenty of boxes
Natulrich / 123RF.com

Pages 21, 43 to 46 and 47:

Protection
Kirsty Pargeter / 123RF.com

Page 35:

Teenager with his mouth sealed with adhesive tape
holding a board with word harassment
Jose Manuel Gelpi Diaz / 123RF.com

Pages 40 and 41:

Bright red stage theatre draped curtain
background on black
Katrina Brown / 123RF.com

Pages 48 and 51:

Man talking through a megaphone
Moodboard / 123RF.com

Page 52:

Black and white hands holding a micro
Fritz Langmann / 123RF.com



ANSWER SHEET

Do the "Right" Thing, Know Your Rights!

Renting an Apartment (p.24)

Question 1: Susan and Douglas are being refused an apartment.

Question 2: There is discrimination based on the colour of their skin.

Question 3 : They are protected by the Charter of Human Rights and Freedoms through the right to equality guaranteed by section 10 which prohibits discrimination.

Question 4: They can try to reason with the landlord. If things don't work out, they may also file a complaint with the Human Rights Commission.

Exercise: fill in the blanks (p.25)

Susan and **Douglas** want to rent an **apartment**. The landlord tells them it is **rented**. They think that this is not so. Maybe they are refused because of the **colour** of their skin. They ask a **friend** to check. The landlord tells him the apartment is **still for rent** and that he can move in tomorrow.

The couple files a **complaint** at the **Commission**. The Commission sends **witnesses**, a **black couple** and a **white couple** to see the **behaviour of the landlord**. The same thing **happens**.

Respect and Dignity for Everyone (p.27)

Question 1: Marie sees things that she does not feel are right. Her father must pay for his meals and activities. The seniors are punished and put to work.

Question 2: Elderly persons are protected by the Charter: through the right to equality provided by section 10 and through the prohibition of exploitation provided by section 48.

Question 3: The seniors can try to talk to the administration. Marie can try to do so as well. The seniors or Marie can also try to talk to the users' committee if there is one. They can also reach out to a human rights organization. Anyone of the seniors, Marie or the organization can also file a complaint at the Human Rights Commission.

Exercise: crossword Puzzle (p.28)

Across: 1. exploitation 2. Marie

Down: 3. seniors 4. Charter 5. Residence 6. dignity

My Neighbourhood School (p.31)

Question 1: Christine has Down syndrome and attends a regular classroom, but the school board wants to send her to a special class in another school.

Question 2: Christine's parents feel that she will lose out by missing the stimulation of a regular class.

Question 3: There is discrimination based on handicap.

Exercise: what is your opinion? (p.32)

Suggestions: raise awareness, sharing activities, integration projects and promotion of rights

Making Fun is Not Funny (p.34)

Question 1: Jack is fired, because he makes mistakes due to the stress related to the insults he receives at work.

Question 2: The insults by Jack's colleagues are discrimination, but more precisely discriminatory harassment based on sexual orientation. Therefore, firing him was unfair because it is an employer's responsibility to ensure the respect of everybody's rights.

Question 3: Harassment consists of gestures, acts or words that are not desired, often repeated and violates a person's dignity.

Question 4: Jack is protected by the Charter because harassment is prohibited by section 10.1.

Never on a Saturday (p.39)

Question 1: Ms. Thompson wants to force Rita to work on Saturdays, but Rita can't because it is her Sabbath.

Question 2: Rita is protected by the right to equality which prohibits discrimination based on religion.

Question 3: Rita could talk to her boss to ask for a reasonable accommodation and try to find an arrangement, for example, switching shifts with a colleague.

Is It Fair? (p. 44)

Question 1: Sonia wants to change jobs, but the company refuses.

Question 2: The company refuses by using the excuse that the customers do not want to see women as guards in banks.

Question 3: It is discrimination based on sex.

Question 4: Sonia is protected by the Charter because discrimination is prohibited by section 10.

Question 5: Sonia can explain to the company that she has the right to equality. She can try to talk to upper management to change jobs. She could also file a complaint at the Human Rights Commission.

Exercise: arrows (p.45)

All arrows should point to "man and woman", except "give birth", which should point only to the woman.