

Resolving Competing Human Rights Policy



BENEFITS

Respecting workers' human rights can often conflict with an employer's duties under the OHS laws. And when one worker's human rights conflict with another's, employers get caught in the middle. The Ontario Human Rights Commissions recently issued **guidelines** to help employers resolve such conflicts. And one of the Commission's key recommendations is that companies should adopt a written policy for resolving human rights conflicts.

HOW TO USE THE TOOL

Here's a Model Policy based on the guidelines and best practices that you can adapt and use even if you're not based in Ontario. Adapt this policy to be consistent with your company's other human resources and workplace safety policies and the human rights law in your jurisdiction. Give it to all employees, including senior management, supervisors and workers (full- and part-time).