



**Human Rights
Droits humains**

The Role of Unifor's Human Rights Department

Human Rights' struggles have historically been part of the union since the early days of organizing.

We are leaders in breaking new grounds and stimulating changes and in achieving equality and eliminating discriminatory attitudes and practices. **Unifor is committed to working towards the creation of a society in which all persons are treated with dignity and respect.**

The role of the Human Rights Department is to promote a culture of respect for human rights in workplaces and society, to start or support local union and community initiatives, and work on developing policies for the union which will promote human rights. The department plays a key role in the union's racial justice, LGBTQ and disABILITY work to ensure that **Unifor is the Union for everyone.**

This includes:

Providing guidance and leadership for the union on all human rights issues including racism, homophobia, civil liberties, religion, etc. and advise the Officers of the Union about issues and ideas for action on human rights.

Building enthusiasm within the union for our diversity; motivating our rank and file members by engaging and energizing activists, reaching out to the full diversity of the union and increasing understanding across differences.

Helping to prepare the union for the future by working to expand our leadership capacity among as diverse and broad a membership base as possible.

Working closely with the Women's Department, Education, Organizing, International and other staff and activists such as LGBTQ, workers of colour, workers with disABILITY and human rights activists.

Working with other unions and labour centrals in conducting human rights work, and reach out to build strong relationships with community organizations engaged in this work.

Specifically, this includes:

- Organizing and conducting Human Rights, Workers of Colour and LGBTQ **conferences, courses and training programs.**
- Conducting **campaigns** as required on human rights issues.
- **Assisting and advising** staff and leadership with advice for collective bargaining, harassment and human rights complaints.
- Assisting with organizing and any **other union-building campaigns.**

Human Rights department coordinates **‘Building Respectful Workplace initiatives, complaint investigation and offers general human rights training programs** which assist members in the fight against harassment and discrimination based on race, colour, sex, creed, sexual orientation, disability, religion or any other prohibited ground.

The department works closely with **local union human rights committees, Workers with Disabilities and other Equity committees** and National union liaisons to our lesbian, gay, bisexual and trans (**Pride**) caucuses to promote a culture of respect.

We work with caucuses from across the country to discuss the issues of **Aboriginal Workers & Workers of Colour** to build activism from within. We build leadership capacity through our 2-week aboriginal & workers of colour activist program.

Increasingly, we negotiate **“Joint Building Respectful Workplace committees”** and workplace human rights training for all workers, paid by the employer to help build respectful workplaces.

For more information contact:

Human Rights Department

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