



Join EAPO
for a **FREE**
Webinar!

ASL Provided



Ontario Human Rights Commission :

Ageism and the Rights of Older Persons in Ontario

April 26th, 2022
1:00 - 2:00 pm ET

Presenter:
Bryony Halpin, PhD
Senior Policy Analyst, OHRC



Elder Abuse
Prevention
Ontario



A smudge stick, made of dried herbs and tied with black and white string, is burning in a brass bowl. The bowl is ornate with a floral pattern. The scene is set on a green wooden surface. Surrounding the bowl are various natural elements: a large white crystal in the top left, a green chrysanthemum in the top left, a green cedar branch in the top right, a yellow chrysanthemum in the middle right, a green cedar branch in the middle right, a yellow chrysanthemum in the middle left, a green cedar branch in the bottom left, a green chrysanthemum in the bottom center, and a large white crystal in the bottom right. The text "LAND ACKNOWLEDGEMENT" is overlaid in a semi-transparent white box across the bottom of the image.

LAND ACKNOWLEDGEMENT

WEBINAR HOUSEKEEPING



Communication

All attendees will be muted during the webinar.



Speaker

Will be visible while presenting and for the Question/Answer session.



ASL Interpreters

Image and name (ASL Interpreter) will be visible during the webinar. View all speakers by clicking gallery view.

Can also PIN the ASL Interpreter to have image on your screen at all times.



Adjusting Speaker Images

Drag the line, between the image frame and slides, to the left to make speaker image larger.

WEBINAR HOUSEKEEPING



Chat Box

Post comments during the session.



Question Box

Type your questions in **Question/Answer box**.

A response will be posted during the webinar *or* asked to speaker after the presentation.



Recording

A recorded version of this webinar will be available on EAPO's website.



Evaluation

After the webinar, a pop-up screen will appear to complete survey. Your feedback and suggestions for future webinars is appreciated.

HOUSEKEEPING

Respecting Privacy and Confidentiality

EAPO appreciates there may be personal circumstances or issues which participants may wish to address. However, in keeping with our commitment to maintaining your privacy and confidentiality, today we will be answering general questions posed through the Q&A.

If someone wishes to discuss specific circumstances, we invite you to contact EAPO following this webinar to arrange for a confidential conversation so that we may further assist you.



www.eapon.ca

Elder Abuse Prevention Ontario (EAPO)

Mission and Goals

EAPO envisions an Ontario where ALL seniors are free from abuse, have a strong voice, feel safe and respected.

Achieving our mission requires raising awareness, delivering education and training, working collaboratively with like-minded organizations and assisting with service coordination and advocacy.

@EAPreventionON
#RestoringRespect

Elder Abuse Prevention Ontario | 2022

Ontario's Strategy to Combat Elder Abuse

1

Public Education and Awareness

A Province-wide, multi-media public education campaign to promote awareness about elder abuse and provide information on how to access services.

2

Training for Front-Line Staff

Specialized training to staff from various sectors, who work directly with seniors, to enhance their knowledge and skills to recognize and respond to elder abuse.

3

Co-ordination of Community Services

To strengthen communities across the province by building partnerships, promoting information sharing and supporting their efforts to combat elder abuse.



3 Pillars of the Strategy



Bryony Halpin, PhD.

Senior Policy Analyst
Ontario Human Rights Commission (OHRC)

Bryony brings a deep commitment to equity and human rights and at the OHRC, she works on issues relating to COVID-19, education, poverty and housing. Prior to joining the OHRC, Bryony held roles at the Ministry of Municipal Affairs and Housing as well as the Ministry of Indigenous Affairs.

Before joining the Ontario Public Service, Bryony taught at York University and X (Ryerson) University, and she holds a PhD in Environmental Studies from York University and a Masters in Public Policy and Administration from Ryerson University

WEBINAR

GUEST SPEAKER

ONTARIO'S *HUMAN RIGHTS CODE*, AGEISM AND THE RIGHTS OF OLDER PERSONS

Bryony Halpin, PhD
April 26, 2022



Ontario
Human Rights Commission
Commission ontarienne des
droits de la personne



OUTLINE

- Human rights system
- Ontario's *Human Rights Code*
- Ontario Human Rights Commission (OHRC) mandate
- *Policy on discrimination against older people because of age*
- Recent work related intersectional issues related to age / older persons
- Questions

ONTARIO'S HUMAN RIGHTS SYSTEM



Ontario Human Rights Commission
(OHRC)



Human Rights Tribunal of Ontario
(HRTO)



Human Rights Legal Support Centre
(HRLSC)

ONTARIO HUMAN RIGHTS COMMISSION (OHRC)



- Policy



- Public inquiries



- Legal cases (initiates, intervenes)



- Community outreach



- Monitoring



- Public education

HUMAN RIGHTS TRIBUNAL (HRTTO)



- Hears complaints



- Considers evidence



- Makes decisions

HUMAN RIGHTS LEGAL SUPPORT CENTRE (HRLSC)



- Human rights legal advice



- Assists with filing an application



- May provide representation at the Tribunal



HUMAN RIGHTS LAWS

- *Charter of Rights and Freedoms*
- Federal anti-discrimination legislation
 - *Canadian Human Rights Act*
- Provincial anti-discrimination legislation
 - including:
 - Ontario Human Rights Code*

HUMAN RIGHTS CODE

SCOPE



Code prohibits
discrimination
and harassment in
5 social areas,
based on
17 protected grounds



INTERNATIONAL ROOTS

Code Preamble:

- Recognition of the inherent dignity and the equal and inalienable rights of all members of the human family is the foundation of freedom, justice and peace in the world and is in accord with the **Universal Declaration of Human Rights** as proclaimed by the United Nations



AIMS OF THE *CODE*

- Protect the dignity and worth of each person
- Ensure equal rights and opportunities
- Create climate of respect and mutual understanding
- Ensure that everyone can take part fully in society



PRIMACY OF THE *CODE*

- *Code* has primacy over other laws
 - unless there is a specific exemption
- Means that the *Code* “trumps” other laws

5 PROTECTED SOCIAL AREAS



- Employment



- Contracts



- Housing



- Membership in unions or professional associations



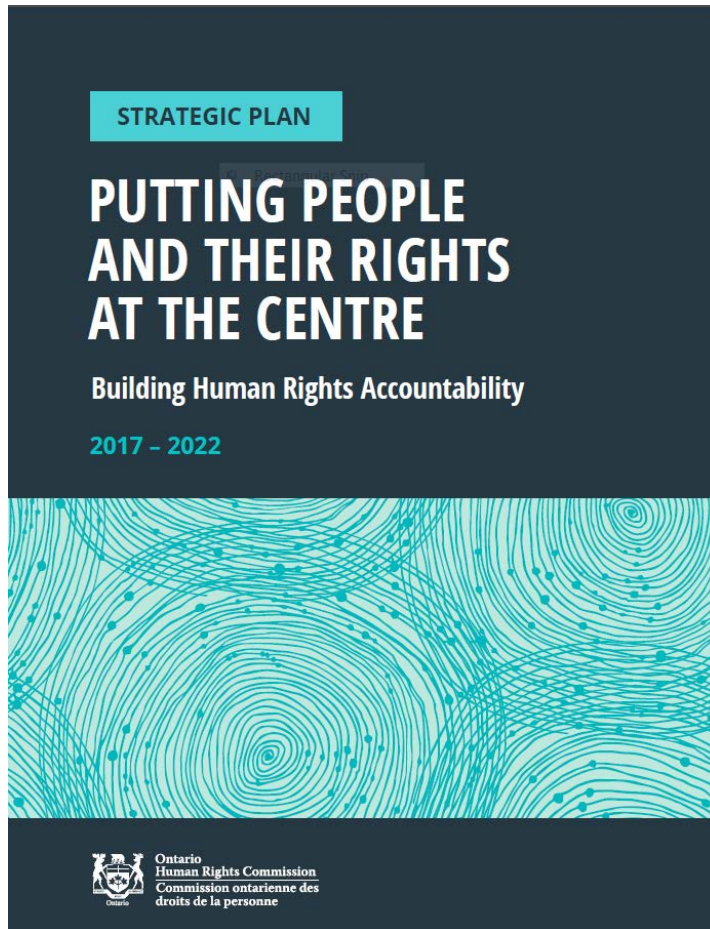
- Services, goods and facilities



17 PROTECTED GROUNDS

- Race
- Ancestry
- Place of origin
- Colour
- Ethnic origin
- Citizenship
- Creed
- **Age**
- Disability
- Sexual orientation
- Sex (includes pregnancy)
- Gender identity
- Gender expression
- Family status
- Marital status
- Receiving public assistance (housing only)
- Record of offences (employment only)

OHRC STRATEGIC PLAN 2017-2022



Strategic focus areas:

- Embody human rights through **reconciliation**
- Enforce human rights in the **criminal justice system**
- Advance human rights by addressing **poverty**
- Promote a human rights culture through **education**



AGEISM

- People may experience age discrimination at any time in their lives.
- This policy focuses on the forms of age discrimination most commonly experienced by persons **as they age in housing, goods and services and employment**
- Certain groups of older persons may experience unique barriers as a result of the **intersection** of age with gender, disability, sexual orientation, race, ethnicity, religion, culture and language.



HARASSMENT AND VIOLENCE

- Ageism and a general negative attitude toward older persons is a key underlying contributor to elder abuse
- Discrimination and harassment can lead to violence and are on a continuum with negative attitudes
- The potential for harassment and violence increases if a person is identified by more than one *Code* ground.



OHRC POLICIES AND THE CODE

- Code authorizes the OHRC to develop human rights policies to provide guidance on interpreting provisions of the *Code*
- HRTO may consider OHRC policies and must do so where a party or an intervenor requests it
- If a decision is inconsistent with an OHRC policy, and the OHRC is a party or an intervenor, the OHRC can apply to have the HRTO state a case to the Divisional Court
- Most of the OHRC's policies have dedicated sections on international human rights obligations

POLICY ON DISCRIMINATION AGAINST OLDER PEOPLE BECAUSE OF AGE

- Policy launched in 2006 and was revised in 2009.
- Policy is the outcome of extensive research and consultation on issues of discrimination faced by older persons in Ontario.
- Policy sets out the OHRC's position on discrimination against older persons as it relates to the provisions of the *Code*. It deals **only** with issues that fall within Parts I and II of the *Code* and that could form the basis of a human rights claim

POLICY ON DISCRIMINATION AGAINST OLDER PEOPLE BECAUSE OF AGE

- help the public understand how the *Code* protects persons against discrimination as they age
- make older persons aware of their right to equal treatment in employment, housing accommodation, goods, services, and facilities, contracts and membership in trade unions, without discrimination

POLICY ON DISCRIMINATION AGAINST OLDER PEOPLE BECAUSE OF AGE

- assist employers and providers of services and housing to understand their responsibilities under the *Code*
- assist the OHRC in dealing with issues relating to age discrimination
- provide a resource for educational initiatives and development of internal policies and procedures.

RECENT WORK ON INTERSECTIONAL ISSUES AND THE RIGHTS OF OLDER PERSONS

- [Letter to the Hon. Associate Chief Justice Frank N. Marrocco on taking a human rights approach at the Independent Long-Term Care COVID-19 Commission](#)
- [OHRC response to letter requesting an OHRC inquiry on the institutionalization of older adults in Ontario](#)
- [OHRC letter to the AODA Health Care Standards Committee](#)
- [OHRC letter to Ontario government ministers on the online health card renewal service](#)
- [OHRC Policy statement on human rights in COVID-19 recovery planning](#)

QUESTIONS



Support for Seniors

- ✓ **Support**
- ✓ **Information**
- ✓ **Referral**

**ASSAULTED
WOMEN'S
HELPLINE**

SENIORS
SAFETY LINE

1-866-299-1011



24/7, 365 days
of the year



live counsellors,
over 200 languages



awhl.org/seniors



EAPO'S OUTREACH & RESOURCES

Take advantage
of the tools available.



Social media channels



Information and Referral



Website and Zoom platforms

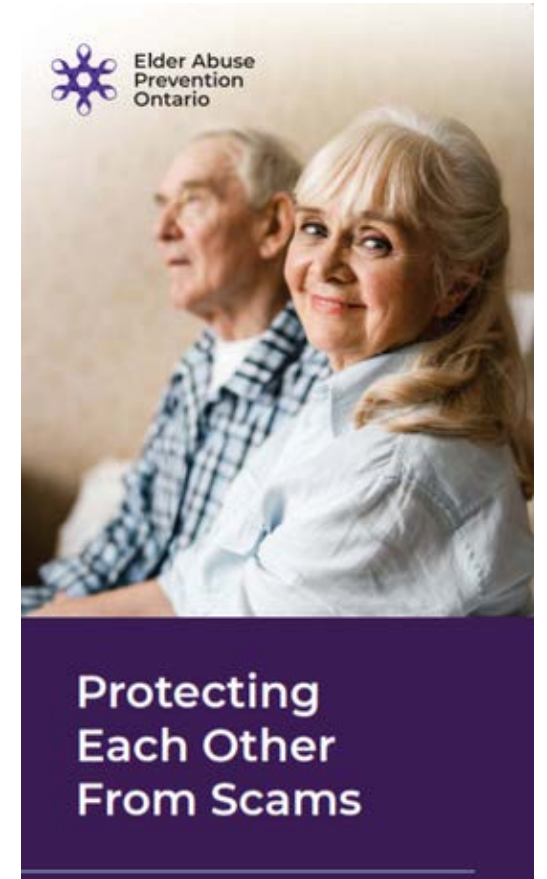
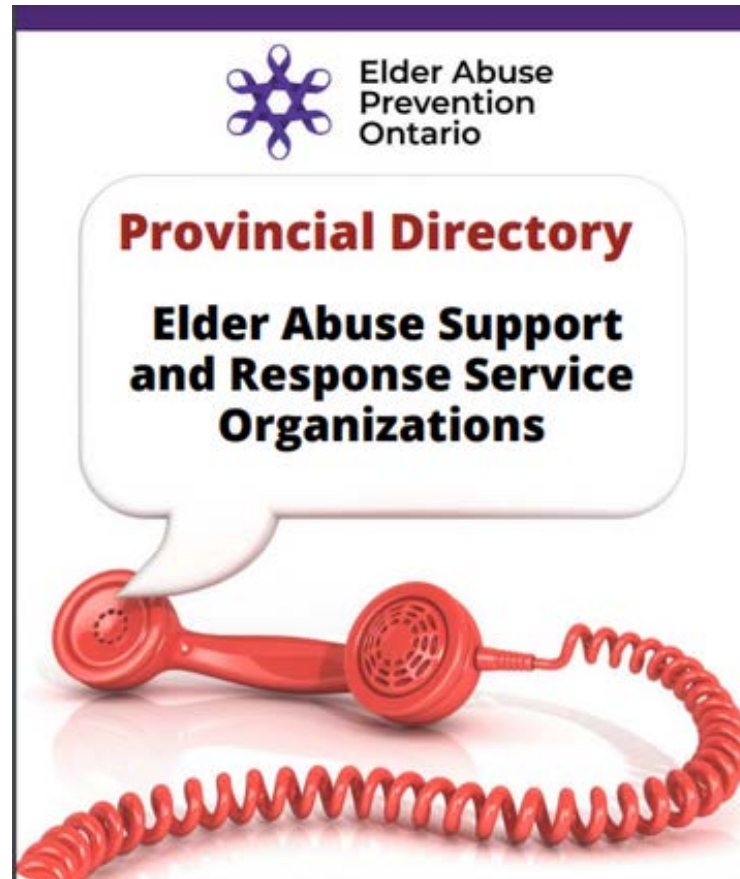
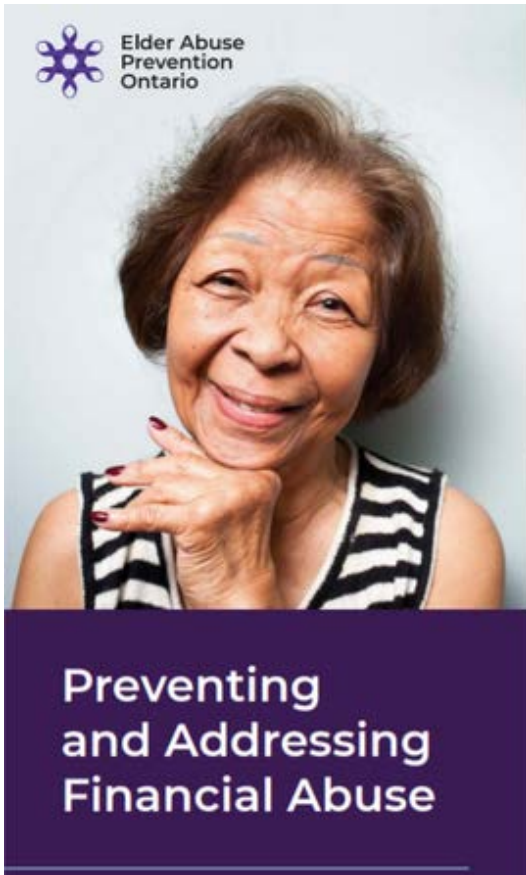


Tools and Resources

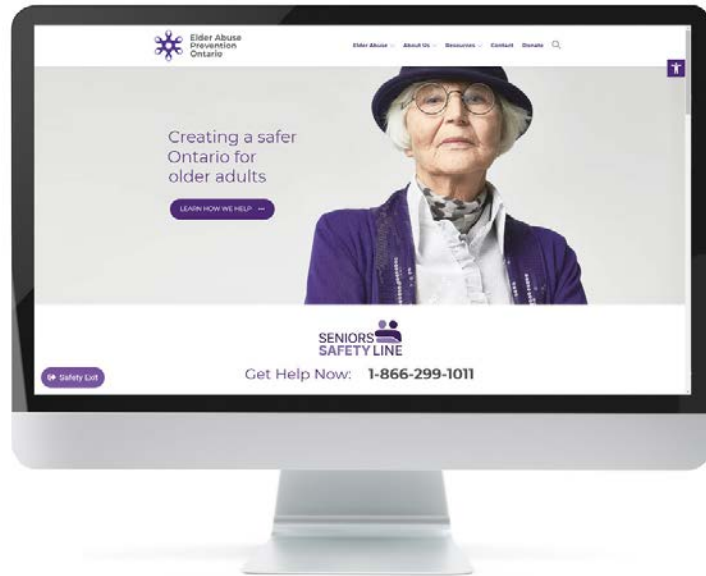


Customized Training and
Education

EAPO NEW Resources



www.eapon.ca



**Elder Abuse
Prevention
Ontario**

Meet the New EAPO...

Come join us in our fight to make
Ontario safe for ALL older adults.

www.eapon.ca



On June 15, stand up for the rights of older adults.



WORLD ELDER ABUSE AWARENESS DAY 2022

Rights Don't Get Old

#RightsDoNotGetOld #WEAAD2022



Elder Abuse
Prevention
Ontario

National Webinar Event

Wednesday, June 15 2022

1:00 - 2:30 pm Est



Elder Abuse
Prevention
Ontario



CANADIAN NETWORK for
the PREVENTION of ELDER ABUSE
RÉSEAU CANADIEN pour la PRÉVENTION
du MAUVAIS TRAITEMENT des AÎNÉS



BC ASSOCIATION OF
Community Response Networks
Stopping Adult Abuse and Neglect ... Together.

CanAge.

Register in advance: https://us02web.zoom.us/webinar/register/WN_TeMZkr8dSeWAsr-K32FqGA

Take the pledge

We all have a role to play in protecting the rights of older people. No matter where you live in Canada, you can be part of this shared journey to create a safe and supportive society.



#WEAAD2022 WEAAD.ca #RightsDoNotGetOld



CANADIAN NETWORK for
the PREVENTION of ELDER ABUSE
RÉSEAU CANADIEN pour la PRÉVENTION
du MAUVAIS TRAITEMENT des AÎNÉS



Elder Abuse
Prevention
Ontario



BC ASSOCIATION OF
Community Response Networks
Stopping Adult Abuse and Neglect ...Together.

I pledge to
work with my
community to
make elder abuse
a top priority

#WEAAD2022 WEAAD.ca #RightsDoNotGetOld



CANADIAN NETWORK for
the PREVENTION of ELDER ABUSE
RÉSEAU CANADIEN pour la PRÉVENTION
du MAUVAIS TRAITEMENT des AÎNÉS



Elder Abuse
Prevention
Ontario



BC ASSOCIATION OF
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Stopping Adult Abuse and Neglect ... Together.

EVALUATION

Please take
a minute
to complete
our survey!



www.surveymonkey.com/r/EAPOwebinar_April19_2022

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**Ontario
Human Rights Commission**
**Commission ontarienne des
droits de la personne**

Ontario Human Rights Commission
www.ohrc.on.ca

Canadian Association of Statutory Human Rights Agencies
www.cashra.ca



www.facebook.com/the.ohrc



twitter.com/OntHumanRights



Keep Connected

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