

Index

All index references are to section numbers of the Ontario Human Rights Code, unless preceded by one of the following: “HRTOP” (which refers to Human Rights Tribunal of Ontario Policy Documents); or “OHRCPG” (which refers to Ontario Human Rights Commission Policies and Guidelines).

ACCOMMODATE, DUTY TO

See also ONTARIO HUMAN RIGHTS COMMISSION

Disability, **17(2)**
Family status, **11(2)**
Undue hardship, **24(2), 24(3)**
 generally, **11(2)**
 assessing, **24(3)**
 employment, **24(2)**

ACCOMMODATION, OCCUPANCY OF

See also LANDLORD
Equal treatment in, right to, **2(1)**
Harassment, freedom from, **2(2)**
Owner sharing, **21(1)**
Person under 18, **4(1)**
Residential, **O. Reg. 290/98**
Same sex, **21(2)**
Seventeen-year-old, contract for, **4(2)**
Shared accommodation, **21(1)**
Sixteen-year-old, contract for, **4(2)**

ADVERTISING

Discriminatory, **23(1)**

AFFIRMATIVE ACTION

See SPECIAL PROGRAMS

AGE

Benefits, **15, 25**
Definition, **10(1)**
Minimum drinking age, **20(2)**
Not grounds for discrimination, **1 to 3, 5**

AGE—Cont’d

Not infringed when over 65, **15**
Older persons
 definitions, **10(1)**
 discrimination against
 defences, **11, 14, 15, 18, 24**
 employment, in, **5(1)**
 mandatory retirement, **5(1), 10**
 preferences, **15**
Pensions, **15, 25**
Recreational clubs, **20(3)**
Seniority, **15**
Young persons and certain products, **20(4)**

AGENCY, EMPLOYMENT

See EMPLOYMENT

ANCESTRY

Not grounds for discrimination, **1 to 3, 5**

ANNOUNCED INTENTION TO DISCRIMINATE

Freedom of expression, **13(2)**
Infringing Part I right, **13(1)**

ANNUAL REPORT

Generally, **31**

ASSOCIATION

Discrimination because of, **12**

ATTORNEY GENERAL

Prosecutions
 consent of, **46.2(2)**

BATHROOM

Shared, **21(1)**

BENEFIT

Person in position to confer sexual solicitation, **7(3)**

BREASTFEEDING

See also PREGNANCY

CITIZENSHIP

Not grounds for discrimination, **1 to 3, 5**

Rights when not infringed, **16(1)**

COLOUR

Not grounds for discrimination, **1 to 3, 5**

COMMISSION

See also ONTARIO HUMAN RIGHTS COMMISSION
Definition, **46**

COMPLAINTS

Filing, **34(1)**
Initiated by Commission, **35(1)**
Investigation, **31 to 31.2**
generally, **31(1)**
entry into dwellings, **31(6)**
consent required, **31(6)**
powers of Commission, **31(7)**
search warrant
admissibility of copies, **31(13)**
execution of, **31.1(5)**
expiration of, **31.1(6)**
grant of, **31.1(2)**
obstruction of, **31.1(8)**
request for, **31.1(1)**

Policy and process, § **HRTOP:3**

Reconsideration of decision, **45.7**

Settlement, **45.9**

CONSTRUCTIVE DISCRIMINATION

Generally, **11**

CONTRACTS

Enforcing against 16-, 17-year-old, **4(2)**

Right to contract on equal terms, **3**

COVID-19

COVID-19 and Ontario's Human Rights Code—Questions and Answers, § **OHRCPG:1**

Policy Statement on COVID-19 Vaccine Mandates and Proof of Vaccine Certificates, § **OHRCPG:2**

Policy Statement on Human Rights in COVID-19 Recovery Planning, § **OHRCPG:3**

Statement on Government's Expansion of Police Powers During COVID Stay-at-Home Order, § **OHRCPG:5**

Statement on the Human Rights Impacts of Omicron and School Closures, § **OHRCPG:4**

CREED

Not grounds for discrimination, **1 to 3, 5**

CROWN

Act binding, **47(1)**

Special program, **14(5)**

DEVELOPMENTAL DISABILITY

Generally, **10(1)**

DISABILITY

Accommodation, **17(2)**

Definitions, **10(1), 10(3)**

Disability Rights Secretariat, **31.4**

Essential duties

incapable of performing, **17(1)**

Not ground for discrimination, **1 to 3, 5**

Past, **10(3)**

Pension plans

compensation, **25(4)**

exclusion, **25(3)**

DISABILITY—Cont'dPresumed, **10(3)****DISCRIMINATION**Accommodation, **2**Announced intention, **13(1)**Association, **12**Constructive, **11**

Exemptions

disability, **17(1)**drinking age, **20(2)**insurance contracts, **22**recreational clubs, **20(3)**

same sex

accommodations, **21(2)**restrictions, **20(1)**separate schools, **19(1)**special employment, **24(1)**special interest, **18**tobacco sale or supply, **20(4)**Services, **1****DIVISIONAL COURT**Stated case, **45.6****DRINKING AGE**Minimum, **20(2)****EDUCATION ACT**Act not affecting application of,
19(2)**EDUCATIONAL INSTITUTION**

Employment

when not infringing right,
24(1)(a)**EMPLOYER**Child of, **24(1)(d)**

Harassment

generally, **5(2)**sex, due to, **7(2)**Parent of, **24(1)(d)**Spouse of, **24(1)(d)****EMPLOYMENT**

See PREGNANCY

EMPLOYMENT—Cont'd

Advertising

discriminatory, **23(1)**Age discrimination, in, **5(1)**

Agency

discrimination, **23(4)**Application for, **23(2)**

Government contracts

cancellation of, **26(3)**deemed condition in, **26(1)**

Government grants

cancellation of, **26(3)**deemed condition in, **26(1)**

Harassment

freedom from, **5(2)**Interview, question at, **23(3)**Medical needs, **24(1)(c)**pension plan, **25**personal needs, **24(1)(c)**reasonable qualification, **24(1)(b)**right to equal treatment, **5(1)**special employment, **24****EMPLOYMENT AGENCY**Generally, **23(4)****ENFORCEMENT OF RIGHTS**

See also COMPLAINTS

Application

generally, **34**orders of tribunal, **45.2**application by Commission,
35(1)orders of tribunal, **45.3**decisions final, **45.8**deferral of, **45**disclosure of information, **38**dismissal, **45.1**disposition, **40**intervention by Commission, **37**parties, **36**Reprisals, **8****EQUAL**Definition, **10(1)**

ETHNIC ORIGIN

Not grounds for discrimination, **1 to 3, 5**

EVIDENCE

Admissibility of copies, **31(13)**
Obtained during investigation
generally, **31.2**
testimony on civil suit, **27(10), 32(10)**

FACILITIES

Restriction by sex, **20(1)**

FAMILY STATUS

Defined, **10(1)**
Not grounds for discrimination, **1 to 3**

FRATERNAL ORGANIZATIONS

Employment
when not infringing rights,
24(1)(b)

**GENDER IDENTITY AND
GENDER EXPRESSION**

Not grounds for discrimination, **1 to 3, 5 to 7**

**GOVERNMENT CONTRACTS
AND LOANS**

Cancellation of, **26(3)**
Deemed condition in
contracts, **26(1)**
loans, **26(2)**

GROUP INSURANCE

Generally, **10(1)**

HARASSMENT

Accommodation
generally, **2(2)**
sex, on account of, **7(1)**
Defined, **10(1)**
Employment
generally, **5(2)**
sex, on account of, **7(2)**

HEARING

See ONTARIO HUMAN RIGHTS
COMMISSION

HUMAN RIGHTS COMMISSION

See ONTARIO HUMAN RIGHTS
COMMISSION

**HUMAN RIGHTS LEGAL
SUPPORT CENTRE**

Generally, **45.11 to 45.18**

**HUMAN RIGHTS TRIBUNAL OF
ONTARIO**

See HUMAN RIGHTS
TRIBUNAL OF ONTARIO
RULES OF PROCEDURE
Generally, § **HRTORPForms:1, 32, 33**
Application and adjudication procedure, **I 1:4**
Forms, List of, § **HRTORP:3**
Inquiry, **44**
Language Services, § **HRTOP:2**
Policy Documents
Accessibility and Accommodation, Policy on, § **HRTOP:1**
Complaints Policy and Process, § **HRTOP:3**
Language Services, § **HRTOP:2**
Powers, **39**
Rules of procedure, **43**

INFRINGEMENT

Prohibited, **9**

INSURANCE CONTRACTS

Not infringing rights, **22**

KITCHEN

Shared, **21(1)**

LANDLORD

See also ACCOMMODATION,
OCCUPANCY OF
Business practices permissible in
selecting tenants, **O. Reg. 290/98**
Obligation not to harass, **2(2)**

LEARNING DISABILITYGenerally, **10(1)****LIFE INSURANCE**When rights not infringed, **25(3)****LIQUOR LICENCE ACT**Generally, **20(2)****MARITAL STATUS**Defined, **10(1)**Not grounds for discrimination, **1 to 3, 5****MENTAL DISORDER**Generally, **10(1)****MENTAL IMPAIRMENT**Generally, **10(1)****MINISTER**Definition, **46****OFFENCES**Penalty, **46.2****OFFICERS OF ORGANIZATIONS**Acts of, **46.3(1)**Opinion re authority, **46.3(2)****ONTARIO HUMAN RIGHTS
CODE GENERALLY**Primacy over other Acts, **47(2)**Transitional provisions, **49 to 57****ONTARIO HUMAN RIGHTS
COMMISSION**See also **COMPLAINTS;
ENFORCEMENT OF
RIGHTS; EVIDENCE**Acting Chief Commissioner, **28**Advisory groups, **31.5**Annual report, **31.6**Anti-Racism Secretariat, **31.3**Chief Commissioner, **27(5), 27(6)**Composition of, **27(2)**Disability Rights Secretariat, **31.4**Divisions, **27(13)**Employees, **27(9)**Functions, **29****ONTARIO HUMAN RIGHTS
COMMISSION—Cont'd****Inquiries**generally, **31(1), 31(2)**entry, **31(4), 31(5)**entry into dwelling, **31(6)**Matters referred to, **45.4****Members**testimony in civil suits, **27(10)****Policies, 30**Policy Statement on COVID-19
Vaccine Mandates and Proof
of Vaccine Certificates,
§ OHRC PG:2**Powers of**investigation, **31**Remuneration of members, **27(8)**Stated case to Divisional Court,
45.6Testimony in civil suits, **27(10)****PENALTIES**Generally, **46.2****PENSION PLAN**See also **EMPLOYMENT; LIFE
INSURANCE**Compensation for exclusion, **25(4)****Employment**conditional on membership,
25(1)Employment Standards Act, **25(2)****PERSON**Definition, **46****PHILANTHROPIC INSTITUTION****Employment**when not infringing rights,
24(1)(a)**PLACE OF ORIGIN**Not grounds for discrimination, **1 to 3, 5****PREGNANCY**Discrimination, and
employment, in
benefit plans, **5, 6, 7(2), 22,
25(2)**

PREGNANCY—Cont'd

- Discrimination, and—Cont'd
 - employment, in—Cont'd
 - collective agreements, **5, 6, 7(2)**
 - company policies, **5, 7(2)**
 - hiring, **5, 7(2)**
 - promotions, **5, 7(2)**
 - termination, **5, 7(2)**
 - transfers, **5, 7(2)**
 - relevant grounds of discrimination, other, **10(1)**
 - sex discrimination, and, **10(2), 11**
 - facilities, in, **1**
 - goods and services in, **1**
 - special programs, and, **14**

PROFESSION

- Self-governing
 - right to membership, **6**

PUBLIC ASSISTANCE

- Not grounds for discrimination, **2**

QUALIFICATION

- Reasonable
 - constructive discrimination, **11(1)**
 - employment, **24(1)(b)**

RACE

- Anti-Racism Secretariat, **31.3**
- Not grounds for discrimination, **1 to 3, 5**

RECORD OF OFFENCES

- Defined, **10(1)**
- Not grounds for discrimination, **5**

RECREATIONAL CLUB

- Exemptions, **20(3)**

REGULATIONS

- Lt.-Governor to make, **48**

RELIGIOUS ORGANIZATION

- Employment
 - when not infringing rights, **24(1)(a)**

REMEDIES

- Civil, **46.1**

REPRISALS

- Enforcing rights without, **8**
- Sexual solicitation, **7(3)(b)**

SEARCH WARRANT

- Admissibility of copies, **31(13)**
- Execution of, **31.1(5)**
- Expiration of, **31.1(6)**
- Grant of, **31.1(2)**
- Obstruction of, **31.1(8)**

SEPARATE SCHOOLS

- Act not affecting rights, **19(1)**

SERVICES

- Definition, **10(1)**
- Equal treatment, right to, **1**
- Insurance contracts
 - exemption, **22**
- Same-sex restriction, **20(1)**

SETTLEMENTS

- Generally, **45.9**

SEX

- Harassment because of
 - accommodation, **7(1)**
 - workplace, **7(2)**
- Not grounds for discrimination, **1 to 3, 5**
- Pregnancy, **10(2)**

SEXUAL ORIENTATION

- Not grounds for discrimination, **1 to 3, 5, 7**

SEXUAL SOLICITATION

- Benefit, person in position to confer, **7(3)**

SMOKE-FREE ONTARIO ACT, 2017

- Generally, **20(4)**

SPECIAL EMPLOYMENT

- See also EMPLOYER; EMPLOYMENT

SPECIAL EMPLOYMENT

—Cont'd

Generally, **23**

SPECIAL INTEREST ORGANIZATIONS

Services and facilities
not infringing rights, **18**

SPECIAL PROGRAMS

Generally, **14(2)**

Order
effect of, **50**

SPOUSE

Defined, **10(1)**

STATUTORY POWERS PROCEDURE ACT

Applicability, **42**

TEACHERS

Duties of
Act not affecting, **19(2)**

TOBACCO

Persons under 19 years, **20(4)**

TRADE UNION

Right to membership in, **6**

TRIBUNALS ONTARIO

Accessibility and Accommodation
Policy, § **HRTOP:1**
Complaints Policy and Process,
§ **HRTOP:3**

UNDUE HARDSHIP

Assessing, **17(3), 24(3)**
Constructive discrimination, **11(2)**
Employment, **24(2)**

VOCATIONAL ASSOCIATIONS

Right to membership in, **6**