

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

All or part of this document may be reproduced with mention of the source.

A French version is available under the title *Vous avez le droit de connaître vos droits!*

Legal deposit – Bibliothèque et Archives nationales du Québec – 2009  
ISBN 978-2-550-55065-5



## TABLE OF CONTENTS

### I THE CHARTER

What is the Quebec *Charter of Human Rights and Freedoms*? . . . . . 4

### II THE COMMISSION

What is the Commission? . . . . . 13

### III CASE STUDIES

Renting an Apartment . . . . . 22

Respect and Dignity for Everyone . . . . . 26

My Neighbourhood School . . . . . 29

Making Fun Is Not Funny . . . . . 33

Never on a Saturday . . . . . 37

Is it Fair? . . . . . 43

### IV YOUR OWN STORY

Do you have a story to tell? . . . . . 46

Vocabulary . . . . . 53

### V PHOTO CREDITS . . . . . 55



## **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.



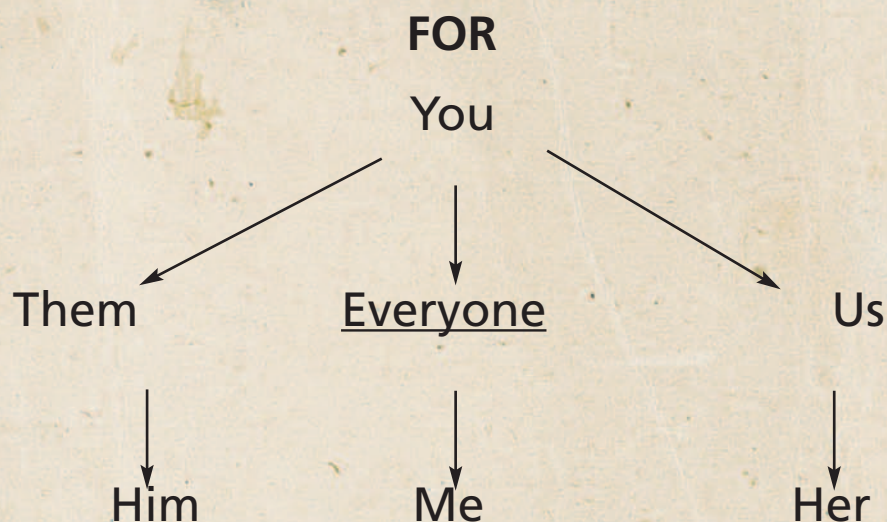
The Charter was adopted :

- 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 :

**RACE**

**COLOUR**

**SEX**

**PREGNANCY**

**SEXUAL ORIENTATION**

**CIVIL STATUS**

**AGE**

**RELIGION**

**LANGUAGE**

**ETHNIC OR NATIONAL ORIGIN**

**SOCIAL CONDITION**

**HANDICAP**

**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

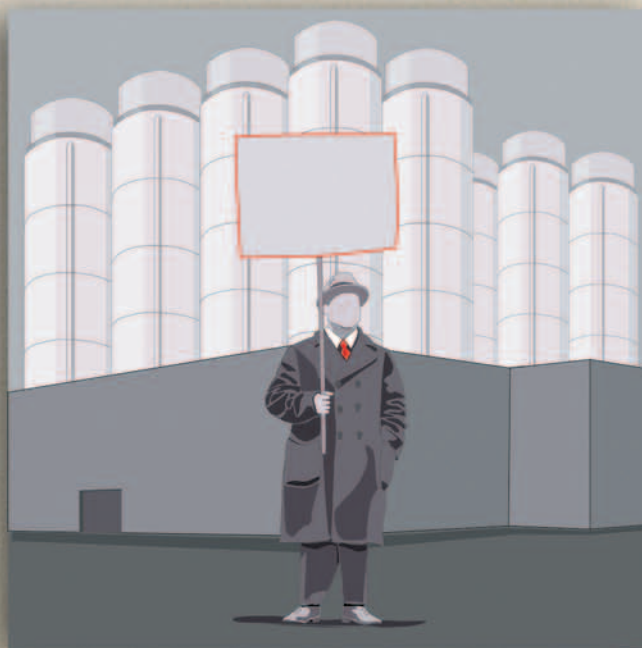
### Article 40

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



- employment equity 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  
employment equity

**Q : What does the Commission do?**

**R :** It helps prepare a program on employment equity 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



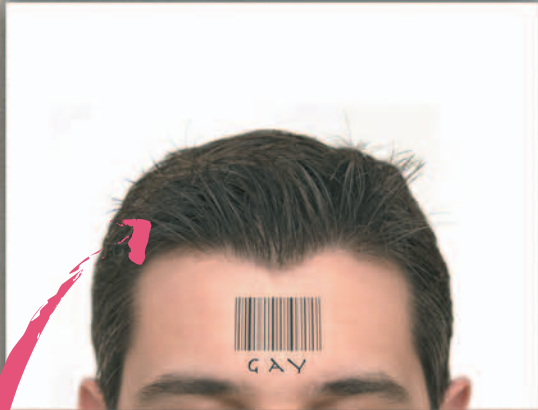
Respect and Dignity  
for Everyone



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?

---

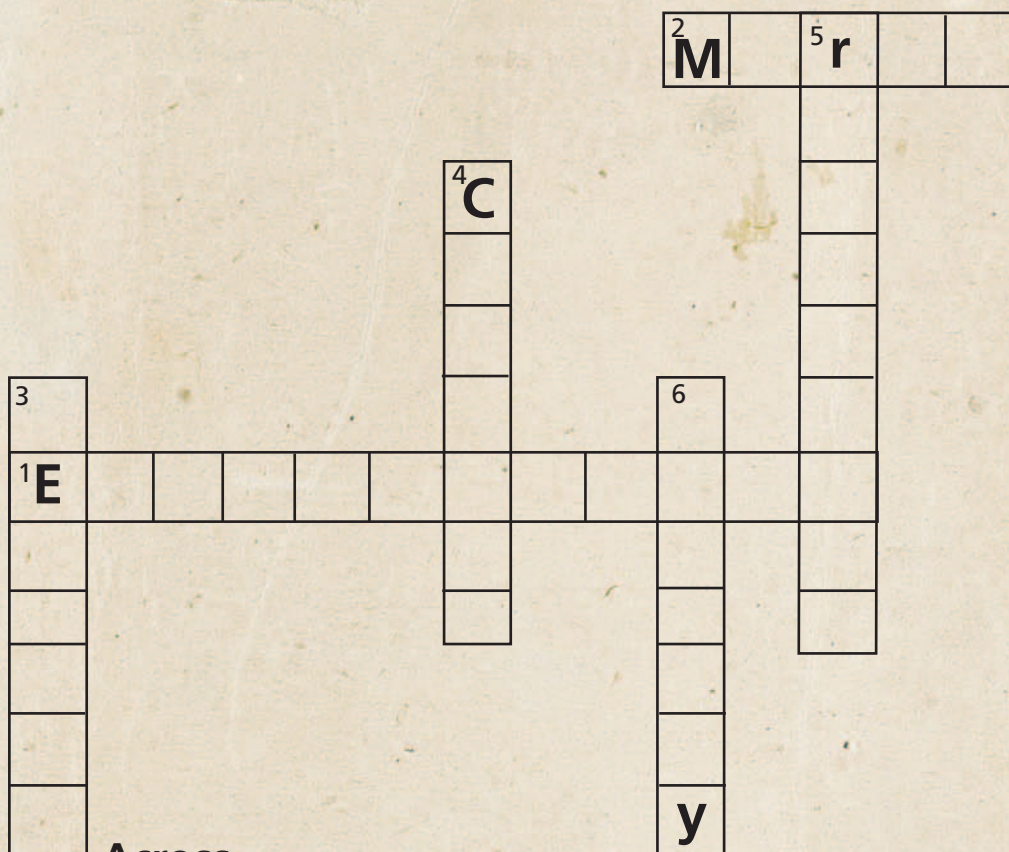
---

---



## 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:

---

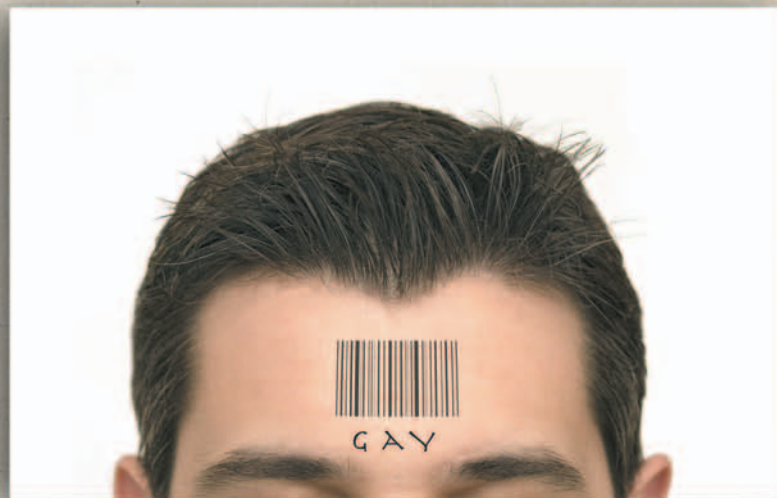
---

---

---



## 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.

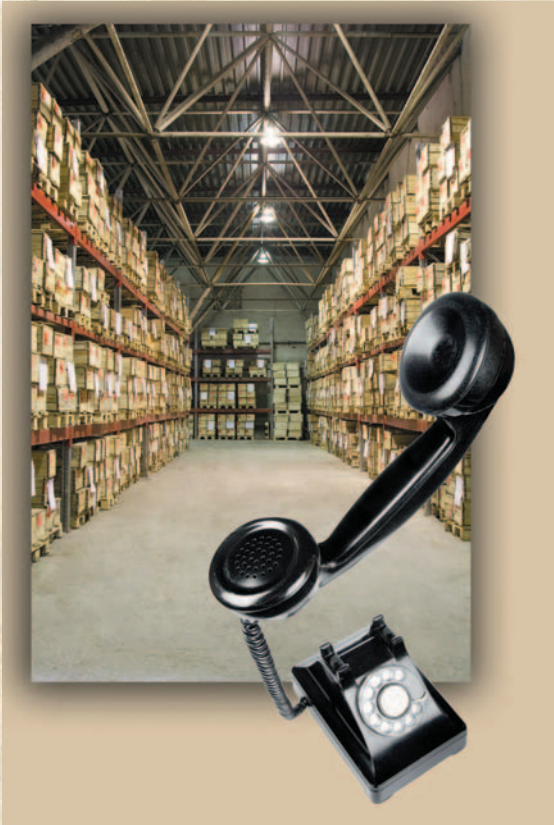
**Ms. Thompson:** What do you mean?

**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 IF 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



This image shows a single sheet of 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 or stains scattered across the surface, particularly near the top and bottom edges. The paper appears slightly aged or off-white.



## 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 takes up most of the frame.



# 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...

[illegible]



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  
Jasenska 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

