

UNE Human Rights

Vision

The Human Rights Committee is an action oriented advocate for human rights and equality, working in an empowering manner on behalf of its members and their communities, while respecting the hallmark of diversity.

Le comité des droits de la personne est résolu à défendre l'égalité et les droits de ses membres et de leurs communautés, tout en travaillant à valoriser le respect de la diversité qui nous caractérise.

Mission

The Human Rights Committee:

- Is committed to respect, to protect, to defend, to advocate, and to promote human rights.
- Will endeavour to advance human rights issues to the forefront of peoples' consciousness.
- Will collaborate with members, locals, regional teams and communities.
- Will be available as a resource group for the PSAC and other components concerning human rights.
- Will provide supporting tools and resources to its members.

Le comité des Droits de la personne :

- S'engage à respecter, à protéger, à défendre et à promouvoir les droits de la personne.
- Est résolu à faire avancer les droits de la personne afin de sensibiliser la population.
- Collaborera avec les membres, les sections locales, les équipes régionales et les communautés.
- Deviendra une source de référence pour l'AFPC et d'autres éléments concernant les droits de la personne.
- Fournira des outils et des ressources pour ses membres.

Values

- Respectfulness
- Empowerment
- Protection and the maintaining of current coexisting human rights
- Collaboration

- Education of the masses regarding HR issues
- Advancement of HR ideas and elevate them into the general public conscience
- Respect
- Autonomisation
- Protection et maintien des droits de la personne actuels
- Collaboration
- Sensibilisation du grand public aux questions portant sur les droits de la personne
- Faire progresser les idées en matière de droits de la personne et les porter à la conscience collective

About the Committee

The Union of National Employees is proud to have a human rights committee that dates back to 1978! The committee meets regularly to support and guide our members regarding human rights and issues of equity. They also assist our union in its efforts to achieve equity for all members.

The human rights committee consists of the national vice-president for human rights, the assistant national vice-president for human rights, five national equity representatives and ten regional human rights representatives.

The committee holds at least two meetings per year. If you have any questions, please contact your regional [human rights representative or national equity representative](#). (French link: http://fr.une-sen.org/who_we_are/human_rights.php 0

About the [PSAC National Human Rights Committee \(NHRC\)](#)

(French link: http://syndicatifpc.ca/sujets/droit-a-legalite?_ga=2.126725579.732385605.1496416983-995603876.1464958916)

PSAC unequivocally supports the principles of human rights as proclaimed in the [Universal Declaration of Human Rights](#), (French link: <http://www.ohchr.org/FR/UDHR/Pages/UDHRIndex.aspx>) the [Canadian Charter of Rights and Freedoms](#) (French link: <http://laws-lois.justice.gc.ca/fra/const/page-15.html>) and the [Canadian Human Rights Act](#) . (French link: <http://laws-lois.justice.gc.ca/fra/lois/H-6/index.html>) This is achieved in part through the PSAC National Human Rights Committee, through various campaigns and events such as the triennial National Equity Conferences and through lobbying efforts.

The PSAC National Human Rights Committee is made up of one representative of each component and five equity representatives from each of PSAC's seven regions. The PSAC NHRC meets once a year in Ottawa.

PSAC Regional Human Rights and Equity Committee

PSAC has seven regions. Each region has their own structure of Human Rights and Equity Committees.

[Atlantic](http://afpcatlantique.ca/notre-organisation/comites-des-droits-de-la-personne) (French link: <http://afpcatlantique.ca/notre-organisation/comites-des-droits-de-la-personne>) | [British Columbia](#) | [National Capital Region](#) (French link: <http://psac-ncr.com/fr/comites>) | [North](#) | [Ontario](#) | [Prairies](#) | [Québec](#)

Local Human Rights Representatives

As set out in Bylaw 3 Sec 5 Locals' Officers and Policy LOC 8 Section 6 all Locals are encouraged to have an elected Human Rights Representative on the Executive.

- Responsibilities include: Act as the local representative on human rights issues;
- Develop knowledge and expertise on such issues as human rights, and employers' human rights plans;
- Keep current on human rights matters by subscribing to publications and accessing other resources;
- Maintain files of materials on human rights;
- Keep abreast of information and resources to advance the interests of human rights for members;
- Review employer's equity plan on a regular basis;
- Advocate for members on human rights matters by presenting these matters to the employer and the union;
- Provide human rights-related input into the local executive's decision-making processes;
- Develop and promote initiatives that encourage members' participation on human rights matters;
- Advocate for the development and delivery of a comprehensive human rights education program in the local and at the workplace;
- Organize education sessions and sensitization training for local members in conjunction with other local representatives;
- Encourage members' attendance and participation at human rights conferences, courses and events;
- Report to the local executive on his or her activities;
- Communicate actively with regional leadership and representatives on the PSAC human rights Committee; and

- Notify regional leadership—and the Union of National Employees —immediately in the event of an incident related to human rights in the workplace.

(Existing French text: :

- agir à titre de représentante ou représentant de la section locale en ce qui concerne les questions relatives aux droits de la personne;
- acquérir des connaissances et une expertise sur les questions comme les droits de la personne et les régimes de droits de la personne des employeurs;
- se tenir au courant des questions liées aux droits de la personne en s'abonnant à des publications et en consultant d'autres ressources;
- tenir à jour des dossiers de documents sur les droits de la personne;
- acquérir des renseignements et ressources pour faire avancer les droits de la personne des membres;
- examiner régulièrement le plan d'équité de l'employeur;
- défendre les membres à propos de questions liées aux droits de la personne en présentant ces questions à l'employeur et au syndicat;
- contribuer aux processus décisionnels de l'Exécutif de la section locale en fournissant des renseignements sur les droits de la personne;
- élaborer et promouvoir des initiatives qui encouragent la participation des membres à des affaires liées aux droits de la personne;
- promouvoir l'élaboration et l'exécution d'un programme complet de sensibilisation aux droits de la personne dans la section locale et le milieu de travail;
- organiser, conjointement avec d'autres représentantes et représentants de sections locales, des séances d'information et des programmes de sensibilisation destinés aux membres de la section locale;
- encourager la participation des membres à des congrès, cours et événements qui ont trait aux droits de la personne;
- rendre compte à l'Exécutif de la section locale de ses activités;
- communiquer activement avec les dirigeantes et dirigeants régionaux ainsi qu'avec les représentantes et représentants régionaux qui siègent au Comité des droits de la personne de l'AFPC;
- aviser immédiatement la direction régionale - et le Syndicat des employées et employés nationaux - lorsqu'il y a un incident lié aux droits de la personne dans le milieu de travail.)

History

The history of human rights in Canada and around the world is relatively recent – just over one hundred years. The Universal Declaration of Human Rights was

adopted by the UN General Assembly on 10 December 1948, as a result of the experience of the Second World War that saw the creation of the United Nations.

The History of the [United Nations](#) (French link: <http://www.un.org/fr/sections/universal-declaration/history-document/index.html>) [Human Rights in Canada: A Historical Perspective](#) (French link: <http://www.chrc-ccdp.ca/historical-perspective/fr/index.asp>)

Legislation and Guiding Documents

- [Universal Declaration of Human Rights](#)(French link: <http://www.ohchr.org/EN/UDHR/Pages/Language.aspx?LangID=frn>)
- [Constitution Act , 1982, Part I, Canadian Charter of Rights and Freedoms](#) (French link: <http://laws-lois.justice.gc.ca/fra/const/page-15.html>)
- [Canadian Human Rights Act, 1985](#) (French link: <http://laws-lois.justice.gc.ca/fra/lois/h-6/>)

Discrimination at Work

- Most collective agreements contain an article entitled “No Discrimination”. It is important to know that your collective agreement may provide expanded rights such as no discrimination for involvement in union activity, gender identity and gender expression. For separate employers please check your own collective agreement. Treasury Board s
- [Canadian Human Rights Commission \(CHRC\)](#) (Same link in French – goes to page with option to select English or French)
- [Canadian Human Rights Tribunal](#) (French link: <http://www.chrt-tcdp.gc.ca/index-fr.html>)

Human Rights Campaigns and Activities (Eng and French version available)

- [Blue Dot](#) (French link: <http://bleuterre.ca/>)
- [Barrier Free Canada](#) (French link: <http://barrierfreecanada.org/accueil/>)
- [Child care](#) (French link: http://syndicatafpc.ca/sujets/services-de-garde-denfants?_ga=2.192684906.1561859797.1497633155-995603876.1464958916)
- [Commemorative Days](#) (French link: <http://www.un.org/fr/sections/observances/international-days/index.html>)
- [Water - Thirsty for Justice](#) (French link: <http://soifdejustice.ca/>)

Education and Training

- [PSAC Online Learning](#) (French link: <http://learn.vubiz.com/ChAccess/AFPC/Default.asp>)
 - **Human rights are worker's rights** - An introduction to human rights, their history, and the work unions do defending them. The course identifies equity-seeking groups and explores some of the issues they experience. The course examines discrimination and its effects, along with harassment and oppression. It explains human rights roles and responsibilities.
 - **Equity groups and the PSAC** - An overview of the work PSAC does for members of all equity groups. Each group is identified along with measures taken to address their needs. The course introduces terminology and concepts used in equality work, and explains how pro-active inclusion is part of the work we do.
 - **PSAC Human Rights Activist Course** – Please check your PSAC Regional Education Program Schedule for availability.
- [Canadian Human Rights Commission \(CHRC\) Webinars](#)(French link: <http://www.chrc-ccdp.gc.ca/fra/content/webinaires>)
- [UN Human Rights Education Series](#) (French link: <http://www.ohchr.org/FR/PublicationsResources/Pages/TrainingEducation.aspx>)

Resources and Tools

- [Aboriginal issues](#) (French link: http://syndicatafpc.ca/sujets/autochtones?_ga=2.196651500.1561859797.1497633155-995603876.1464958916)
 - [Truth and Reconciliation Commission of Canada](#) (French link: <http://www.trc.ca/websites/trcinstitution/index.php?p=15>)
 - [Canadian Labour Congress Aboriginal Rights Tool Kit](#) (Use English link)
- [LGBTQ](#) (French link: http://syndicatafpc.ca/sujets/fierte?_ga=2.230237276.1561859797.1497633155-995603876.1464958916)
- [Persons with Disabilities](#) (French link: http://syndicatafpc.ca/sujets/personnes-ayant-un-handicap?_ga=2.196708204.1561859797.1497633155-995603876.1464958916)

- [Racism](http://syndicatafpc.ca/sujets/racisme?_ga=2.163155196.1561859797.1497633155-995603876.1464958916) (French link: http://syndicatafpc.ca/sujets/racisme?_ga=2.163155196.1561859797.1497633155-995603876.1464958916)
- [Women](http://syndicatafpc.ca/sujets/droits-des-femmes?_ga=2.205539795.1561859797.1497633155-995603876.1464958916) (French link: http://syndicatafpc.ca/sujets/droits-des-femmes?_ga=2.205539795.1561859797.1497633155-995603876.1464958916)
- [Human Rights Maturity Model](#) - designed to help create a self-sustaining human rights culture in the workplace (Same link in French – goes to page with option to select English or French)
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- **Canadian Organizations**
 - [PSAC Social Justice Fund](http://afpc-fjs.org/) (French link: <http://afpc-fjs.org/>)
 - [Human rights organizations based in Canada](#) (Use English link)
- **International Organizations**
 - [Amnesty International](https://www.amnesty.org/fr/who-we-are/) (French link: <https://www.amnesty.org/fr/who-we-are/>)
 - [International Federation of Red Cross and Red Crescent Societies \(IFRC\)](http://www.ifrc.org/fr/) (French link: <http://www.ifrc.org/fr/>)
 - [International Committee of the Red Cross](https://www.icrc.org/fr) (French link: <https://www.icrc.org/fr>)

Events

These conferences are held once in every three year cycle..

- [UNE Human Rights Conference](http://fr.une-sen.org/events/conferences/HR/2016/index.php) (French link: <http://fr.une-sen.org/events/conferences/HR/2016/index.php>)
- PSAC Regional Equity Conferences (Please check your regions at the regional links above) Arrow back to top click button.
- PSAC National Equity Conference

