

# Resolving Competing Human Rights Policy



HR managers in any part of Canada can adapt this Model Policy for use at their own workplace.

## 1. ORGANIZATIONAL COMMITMENT

The management of \_\_\_\_\_ is committed to maintaining a diverse and fair work environment where everyone's human rights are respected, and where discrimination and harassment are not tolerated.

## 2. PURPOSE

\_\_\_\_\_ also recognizes that situations may arise where the human rights of different individuals come into conflict with each other. The purpose of this Policy is to establish a process to recognize and address such conflicts fairly, quickly and effectively in a manner that:

- Shows dignity and respect for all involved.
- Encourages mutual recognition of interests, rights and obligations.
- Facilitates maximum recognition of rights, wherever possible.
- Helps parties understand the scope of their rights and obligations.
- Addresses stigma and power imbalances and helps give marginalized individuals and groups a voice.
- Encourages cooperation and shared responsibility for finding agreeable solutions that maximize enjoyment of rights by all.

## 3. DEFINITION

As used in this Policy, "competing human rights" involve situations where

exercises of an individual's or group's human rights and freedoms constitute or may constitute interference with the exercise of the human rights and freedoms of another individual or group.

**Example:** Employee A is visually impaired and needs to have a guide dog at work to do his job; Employee B, his co-worker, is severely allergic to dogs and can't do her job where a dog is present...