


# MOMIJI HEALTH CARE SOCIETY

	<b>Developers:</b> Anti-Black Racism Task Force	<b>Category:</b> General Administration	<b>Domain:</b> Information Management	<b>Policy #:</b> OPS-GA-(#)
	<b>Effective Date:</b> April 1, 2021	<b>Subject Title:</b> Momiji Bill of Rights		Management Committee
	<b>Last Reviewed:</b> March 2021	<b>Next Review:</b> February 2024	<b>Supersedes:</b> N/A	<b>Pages:</b> 8

## PURPOSE

### **An Inclusion Statement**

At Momiji, each of us contributes to inclusion. We all have a role to play. Our culture is the result of our behaviors, commitment and respect, how we strive to create an inclusive and accepting environment. We will endeavor to be open to learn about another's merit so we may better understand, embrace their past, current and/or future challenges without bias.

Our inclusive culture inspires us to create a culturally sensitive workplace for every person. It brings us together, and empowers all of us to connect, grow and stand out.

## POLICY

The following *Momiji Bill of Rights* including our commitment to a *Respect for Diversity* applies to all members of the Momiji community, including tenants, clients, staff, board members, members, volunteers and visitors.

It is acknowledged that everyone has the right to

1. Be treated with respect, dignity and fairness<sup>1</sup>.
2. Be protected from behavior that is meant to intimidate, offend, degrade, humiliate, psychologically/ emotionally hurt or isolate a person or group<sup>2</sup>.
3. Provide service to a person belonging to any cultural or religious community without having to contravene my own religion or cultural affiliation<sup>3</sup>.
4. Practice and express any religion and enjoy any culture in private and in public, provided it does not infringe on anyone else's freedom to do so<sup>4</sup>.
5. Freedom of expression, provided it is not overtly manifested as hateful, discriminatory or invasive to private information<sup>5</sup>.

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6. Be respected as a person providing services to others.
7. Remove myself from situations that are abusive, toxic, or discriminatory<sup>6</sup>.
8. Live or work at Momiji as a safe and clean environment.
9. Exercise the rights of a citizen.
10. Be told who is responsible for and who is providing care to me as a client
11. Participate in decision-making in regards to care planning, and to consent to care and services.
12. Have my personal health information kept private and confidential.
13. Be afforded privacy when provided with care or when my personal needs are addressed.
14. Enjoy optimal independence so long as it does not infringe on the rights of others in doing so.
15. Have access to visitors of my choosing so long as that does not infringe on the safety and well-being of others.
16. Designate a substitute decision maker for care and/or finance when necessary.
17. Have any friend, family member or other person of importance to me present when meeting with Momiji staff.
18. Raise concern about any Momiji policy without fear of coercion, discrimination or reprisal when done so in good faith and nil malicious intent.
19. Be informed of any law, rule or policy affecting services provided in the context of the Momiji organization.

## Footnotes:

<sup>1</sup> I have the right to be treated with respect, without discrimination based on, but not exclusive to, race, ethnicity, color, religion, gender identity, age, sexual orientation, disabilities, language, marital status or family status, during a hiring process for a job or as a volunteer, or during one's employment or as a volunteer.

<sup>2</sup> I have the right to be protected from behavior that is meant to intimidate, offend, degrade, humiliate, psychologically/emotionally hurt or isolate a person or group, where actions are executed with intent: behavior otherwise known as bullying.

I have the right to be in an environment that is safe from harassment and abuse in any form; whether the abuse is verbal, psychological, financial, domestic, organizational, physical, discriminatory or sexual.

I have the right to be protected from bullying, harassment and all forms of abuse, with the ability to lodge a complaint, without reprisal, and be supported and guided through the investigative proceedings, ending with a resolution.

<sup>3</sup> I have the right to provide service ("care for", in the broadest of definitions, from a professional, volunteer or other) to a person belonging to a cultural or religious community different from my own, provided it is safe to do so, and I am respectful and thoughtful of that

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religion or culture.

I will respect the rights of a person providing services to me and I will show respect to them even if their religion or culture is different than my own.

<sup>4</sup> I have the right to practice and express any religion and enjoy any culture in private and in public, provided it does not infringe on anyone else's freedom to do so. Freedom of religion may be done through worship and practice, or teaching and dissemination. Also, rights of atheists, agnostics, skeptics and unconcerned have the right to enjoy their beliefs without recrimination. Religion and cultural affiliation may be enjoyed regardless of, but not exclusive to, one's race, color or sexual orientation. This may be done openly or privately and without fear of hindrance or reprisal.

<sup>5</sup> I have the right to freedom of expression, however creative or diverse, provided it does not become overtly manifested as hateful, discriminatory or invasive to private information. This includes the right to express one's views aloud or publicly, for example through published articles, books and handouts; through the broadcasting medium of television and radio; through the Arts (architecture, sculpture, painting, literature, music, performing, and film).

<sup>6</sup> I have the right to remove myself from situations that are abusive, toxic, or discriminatory. By doing so I am protecting myself from physical, psychological or social situations that may do harm to me. I have the right to do this without recrimination, ridicule or harassment.

## **PROCEDURES**

- This Bill of Rights will be
  - Posted in prominent public locations across Momiji Health Care Society and Momiji Seniors Residence premises;
  - Shared with employees, students on placement and volunteers upon commencement of work at the organization;
  - Shared with Seniors Residence tenants as they move in (and with their family as appropriate);
  - Shared with contractors and other service providers who come onto Momiji premises;
  - Posted on the organization website i.e. [www.momiji.on.ca](http://www.momiji.on.ca);
  - Referenced in resolving related issues raised by parties concerned.
- Any query as to compliance by the organization and its employees with this Bill of Rights will be addressed by Momiji management in accordance with the complaints policy of the organization.
- Should a resolution not be reached among the parties concerned in reference to this Bill of Rights the complainant will be advised of their right to refer to the *Canadian Charter of*

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*Rights and Freedoms* to determine what if any further means of addressing their grievance they might pursue.

## **CROSS REFERENCE**

Policy – Complaints

Policy – Anti-Discrimination and Racism

Policy – Workplace Anti-Violence, Harassment and Sexual Harassment

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Appendix I.

Bill of Rights (Clients)

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## **Momiji Commitment to Person-Centered Care and Respect for Diversity Inclusion Statement**

At Momiji, each of us contributes to inclusion. We all have a role to play. Our culture is the result of our behaviors, commitment and respect, how we strive to create an inclusive and accepting environment. We will endeavor to be open to learn about another's merit so we may better understand, embrace their past, current and/or future challenges without bias.

Our inclusive culture inspires us to create a culturally sensitive workplace for every person. It brings us together, and empowers all of us to connect, grow and stand out.

### **- The Momiji Clients' Bill of Rights -**

At Momiji I have the right to

1. Be treated with respect, dignity and fairness.
2. Be protected from behavior that is meant to intimidate, offend, degrade, humiliate, psychologically/ emotionally hurt or isolate a person or group.
3. Practice and express any religion and enjoy any culture in private and in public, provided it does not infringe on anyone else's freedom to do so.
4. Freedom of expression, provided it is not overtly manifested as hateful, discriminatory or invasive to private information.
5. Remove myself from situations that are abusive, toxic, or discriminatory.
6. Live at Momiji as a safe and clean environment.
7. Exercise the rights of a citizen.
8. Be told who is responsible for and who is providing care to me as a client
9. Participate in decision-making in regards to care planning, and to consent to care and services.
10. Have my personal health information kept private and confidential.
11. Be afforded privacy when provided with care or when my personal needs are addressed.
12. Enjoy optimal independence so long as it does not infringe on the rights of others in

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doing so.

13. Have access to visitors of my choosing so long as that does not infringe on the safety and well-being of others.
14. Designate a substitute decision maker for care and/or finance when necessary.
15. Have any friend, family member or other person of importance to me present when meeting with Momiji staff.
16. Raise concern about any Momiji policy without fear of coercion, discrimination or reprisal when done so in good faith and nil malicious intent.
17. Be informed of any law, rule or policy affecting services provided in the context of the Momiji organization.

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Appendix I.

Bill of Rights (Clients)

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## Momiji Commitment to Person-Centered Care and Respect for Diversity

### Inclusion Statement

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### - The Momiji Service Providers' Bill of Rights -

These Rights apply to staff, volunteers and students:

At Momiji I have the right to

1. Be treated with respect, dignity and fairness.
2. Be protected from behavior that is meant to intimidate, offend, degrade, humiliate, psychologically/ emotionally hurt or isolate a person or group.
3. Freedom of expression, provided it is not overtly manifested as hateful, discriminatory or invasive to private information.
4. Practice and express any religion and enjoy any culture in private and in public, provided it does not infringe on anyone else's freedom to do so.
5. Provide service to a person belonging to any cultural or religious community without having to contravene my own religion or cultural affiliation.
6. Be respected as a person providing services to others.
7. Remove myself from situations that are abusive, toxic, or discriminatory.
8. Work at Momiji as a safe and clean environment.
9. Exercise the rights of a citizen.

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10. Have my personal health information kept private and confidential.
11. Enjoy optimal independence so long as it does not infringe on the rights of others in doing so.
12. Raise concern about any Momiji policy without fear of coercion, discrimination or reprisal when done so in good faith and nil malicious intent.
13. Be informed of any law, rule or policy affecting services provided in the context of the Momiji organization.