

YOUR RIGHTS AS A STUDENT

Information for students on work placements



Your rights under the Ontario Human Rights Code (OHRC):

Freedom from discrimination

You have the right to be treated equally and fairly, no matter your citizenship, race, place of origin, ethnic origin, colour, ancestry, disability, age, creed, sex/pregnancy, family status, marital status, sexual orientation, gender identity, and gender expression. It is never okay for someone to make you feel unsafe and excluded because of who you are.

Examples of discrimination:

- Coworkers making fun of your accent or the way you speak English;
- Coworkers spreading false rumours about your culture or religion;
- A supervisor jokes about your disability and accuses you of getting special treatment in front of others.

Right to a harassment-free environment

You have the right to work and learn in an environment free from harassment, including bullying, verbal abuse, and harassing comments or behaviour. Even words or messages that make you uncomfortable, scared, or upset could be harassment and are not allowed.

Examples of harassment:

- A coworker sending you unwanted sexual messages, including inappropriate comments about your gender identity and body, even after you ask them to stop;
- A manager talks down to you and mocks you with intent to belittle you;
- You're threatened with bad feedback or being kicked out of placement if you don't work outside of your hours and do tasks outside of your duties.

Accommodations for disabilities

If you have a disability, you have the right to request accommodations to ensure you can complete your placement successfully. You are not required to share the specifics of your disability, but rather what you'll need to do your work successfully. You are encouraged to work with your program's field coordinator and your placement supervisor to request accommodation early in your placement.

Examples of possible accommodations:

- Extra time to complete tasks;
- Modified duties that fit your physical and mental health needs;
- Permission to take more breaks.

What do I do if my rights aren't being met?

If you feel like your rights are being violated or that you're being treated unfairly, here are steps you can take:

TALK TO YOUR PROGRAM'S FIELD COORDINATOR

Your program's field coordinator is there to support you during your placement. If something doesn't feel right, let them know. They can help address your concerns.

CONTACT THE CENTRE FOR EQUITY, DIVERSITY, AND INCLUSION (CEDI)

If you need additional support or if you feel uncomfortable talking to your field coordinator, you can reach out to CEDI. We offer free, confidential support and can help you navigate your concerns*. This means your family will not be contacted and reaching out will not impact your ability to study and/or work in Ontario.

*Some limits to confidentiality apply, and a CEDI staff member will explain these to you when you reach out. Nothing on this document constitutes legal advice, nor does it substitute for a student seeking out legal counsel. Students should not rely upon this document in making legal decisions. No lawyer-client relationship is implied nor created by this document. This resource is intended to provide general information, along with contact details for on-campus teams that can direct students to the most appropriate resources.



Remember, you don't have to face these challenges alone. Support is available to you. Contact information for your free supports:

CEDI

Email edi@fanshawec.ca to book an appointment to meet with us. We book virtual and in-person appointments.

Room A1037, Green Zone,
A building first floor,
London Campus
(1001 Fanshawe College Blvd.)

COUNSELLING

Call 519-452-4282 or email counselling@fanshawec.ca

Room F2010, Red Zone,
F building second floor,
London Campus
(1001 Fanshawe College Blvd.)



FANSHAWE
Centre for Equity,
Diversity and Inclusion