

Canadians comprise an increasingly rich and diverse multicultural mosaic. In some parts of Canada, well over half of the population is representative of visible minorities.

**Together, we are Canadian.**

A person's race, ethnicity, beliefs, or background should never lead to discrimination. A worker's difference from co-workers is no reason for treatment without dignity and respect.

As a large Canadian union, UFCW Canada is proud of its heritage and the many influences our 225,000 members have brought to this strong and vibrant organization. We look eagerly to the future as we continue to draw on the diverse experiences of UFCW Canada members to grow together and mutually benefit one another.

## Labour rights are human rights.

We all face human rights issues and acts of discrimination – sometimes on a daily basis. Only by taking action can we hope to affect change.

Don't be afraid to object to discriminatory harassing remarks and actions when they occur. Let the offender know such behaviour is inappropriate, perhaps even illegal. Keep your local union representatives aware of any incidents, and ensure that procedures under the collective agreement are followed.

*To find out more about human rights issues, contact your UFCW Canada full-time staff representative, your local union human rights committee, or contact*



*The Human Rights Committee  
of the UFCW Canadian Council  
300-61 International Blvd., Rexdale ON M9W 6K4  
phone: 416.675.1104 | fax: 416.675.6919  
[www.ufcw.ca/rights](http://www.ufcw.ca/rights)*

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**We come from many places.**

**We come from many backgrounds.**

**We are Canadian.**



**TAKING ACTION  
AGAINST RACISM**



**No matter where you work,  
no matter what kind of work you  
do, you deserve to be treated with  
dignity and respect on the job.**

**No matter who you are or what  
your race, no matter where you  
come from, you have the same  
rights and access to the benefits  
and freedoms of our society.**

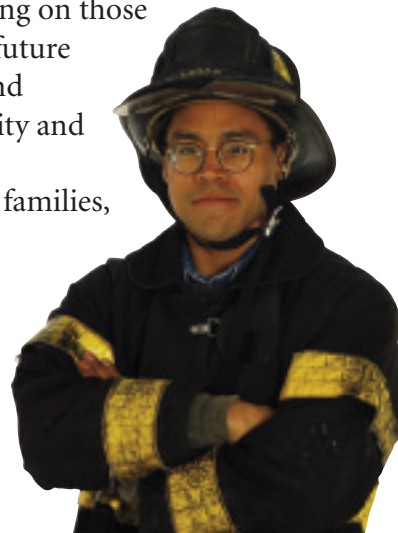
**UFCW**Canada is a union committed to ensuring the rights of members are respected – in the workplace, and in all areas of life.

Every one of us has the same fundamental rights. Each of us is entitled to have these rights respected, and each of us has the responsibility to protect the rights of others.



Just as UFCW Canada represents workers from virtually every sector of the economy in Canada, so we represent working people with backgrounds and beliefs as diverse as Canada itself.

Our heritage in UFCW Canada mirrors the growth and strengths of Canada. Our responsibility as a union is to continue building on those strengths for a future that is secure and filled with dignity and respect for all members, their families, and their communities.



**UFCW**Canada and its members can effect change. By providing a sense of worth for human values, we provide an environment that promotes positive change.



How is this achieved?

- By instituting procedures for confidential investigation and resolution of discrimination and harassment problems amongst members.
- By assisting in establishing Human Rights Committees at the local union level across Canada.
- By holding regular conferences, seminars, and workshops on human rights issues and solutions.
- By having trained staff available to implement UFCW Canada policies and procedures.
- By training union staff and stewards to handle human rights situations as they arise.
- By negotiating human rights protections and procedures in all UFCW Canada collective agreements.

