**Human Rights Committee of the Atlantic Regional Council of the Public Service Alliance of Canada (PSAC)**

The Human Rights Committee of the Atlantic Council is the regional link on human rights issues to the Regional Executive Vice President (REVP) and Council. The PSAC Human Rights Program has general accountability for promoting and defending the human rights of PSAC members. These rights are contained in PSAC policy and within the context of the *Canadian Human Rights Act* and comparable legislation.

The PSAC Human Rights Program is based on a mobilizing approach. Committees exist on a national and regional basis and are encouraged by PSAC. The Union provides support to equity groups through discussion, identifying and strategizing in an effort to address issues of concern.

The PSAC Atlantic Council Human Rights Committee is comprised of the Regional Council Directors, some of whom also hold a seat on the National Human Rights Committee. These members are elected at the PSAC Atlantic Regional Convention and represent Racially Visible Members, Members with Disabilities, Aboriginal Members, Gay, Lesbian, Bisexual and Transgender (LGBTQ2+) Members and Women (Maritimes & NL).

**The Mandate of the Human Rights Committee**

**of the Atlantic Regional Council**

The mandate of the Committee includes:

* Network and promote membership involvement in PSAC, CLC and other coalition partners' human rights campaigns,
* Playing an active role in the education of members and employers about human rights issues,
* Acting as a resource to Regional Human Rights Committees on human rights issues,
* Encourage the establishment of Regional Committees under Section 15 of the PSAC Constitution\*, and
* Gaining support from human rights activists and allies.

*\*(Section 15 of the PSAC Constitution enables the establishment of Regional Committees, Please see attached Section 15 for further information).*

**HUMAN RIGHTS COMMITTEE PLAN**

The Atlantic Council Human Rights Committee members have developed this plan. This plan is a living document and current for the 2017-2020 cycle.

In the building of this plan, the Committee members considered the strategic goals of the Public Service Alliance of Canada, the National Human Rights Committee, the Canadian Labour Congress, and recommendations submitted by the current Regional Human Rights Committees established throughout the Atlantic Region.

**EDUCATION:**

* Monitor the PSAC Education Program to ensure that basic human rights courses are offered on Education Program schedules and that they are included on the Atlantic Union School curriculum;
* Ensure training is offered to council members in each cycle related to human rights issues.

**COMMUNICATION/NETWORKING:**

* Encourage Regional Human Rights Committees to develop short and long-term goals and objectives (i.e. budget, meeting dates, activities, commemorative dates, outreach, coalition building);
* Develop a human rights electronic network by regional office and establish communication links with grassroots members on human rights campaigns;
* Ensure links are posted on the regional human rights web page representing resource tools and like-minded organizations;
* Encourage the membership through various forum and networks to work towards an inclusive society that is free of discrimination based on a person’s:

*Race; National or ethnic origin; Colour; Religion; Age; Sex (including pregnancy and childbearing); Sexual Orientation; gender identity or expression, Marital Status; Family Status; Physical or mental disability (including dependence on alcohol or drugs); Pardoned criminal conviction and all other forms of discrimination.*

* Establish partnerships and coalitions with other labour and community human rights groups in support of and as a resource to our members with disabilities;
* Ensure regional actions are publicized and that our participation in activities that celebrate and commemorate special days are on the website (include article and pictures);
* Establish better communication links with NHR representatives from the Atlantic Region and NAPC representatives to advance the human rights agenda in the Atlantic Region;
* Arrange conference calls at least once a year, with the chairpersons of Regional Human Rights Committees, Atlantic NHR representatives and NAPC representatives to network;

**COMMITTEES:**

* Promote the establishment of Regional Human Rights Committees;
* Establish links with our coalition partners;
* Participate in Regional Human Rights Committee meetings and activities when possible;

**FORUMS/CONFERENCES:**

* Work with Regional Human Rights Committees to hold human rights forums in various locations in the Atlantic Region;
* Encourage members to participate in equity conferences and activities within the PSAC and the broader labour movement (i.e. Federations of Labour, Canadian Labour Congress);

**ACTION DAYS WITH COALITION PARTNERS:**

* Establish partnerships with the Regional Women’s Committees to ensure political action campaigns are mounted and supported by our Council;
* Establish partnerships with the provincial pride groups in support of human rights;
* Establish partnerships with the Aboriginal communities to celebrate and support our Aboriginal Peoples;
* Encourage Regional Human Rights Committees to become visible and politically active in support of our Multi-cultural members and their communities;
* Encourage partnerships with different groups advocating for inclusiveness and encourage training to further educate the members on their rights and recourse they have other than within their respective union, such as a human rights commission (where applicable), occupational and health commissions of the different regions, etc.

**(Please note, the committee recognizes that this is a living document and one which will be**

**revisited regularly.)**

For more information on the PSAC Equity and Human Rights Calendar, visit:

<http://psacatlantic.ca/topics/human-rights>

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**SECTION 15**

**REGIONAL COMMITTEES**

*Sub-Section (1)*

The organization and operation of Regional Women's, Aboriginal Peoples, Racially Visible Persons, Pride (Gay, Lesbian, Bisexual and Transgendered Persons), Access (Persons with Disabilities) and Youth (persons 30 years of age and under) Committees should be encouraged by the PSAC as a matter of policy, provided that not more than one Regional Women's, Aboriginal Peoples, Racially Visible Persons, Pride, Access and Youth Committee may be organized in any area that can be reasonably encompassed by one Regional Women's, Aboriginal Peoples, Racially Visible Persons, Pride, Access and Youth Committees.

*Sub-Section (2)*

(a) Women's, Aboriginal Peoples, Racially Visible Persons, Pride, Access and Youth Committees of the PSAC may be organized where there are at least three (3) Components and/or DCLs willing to participate and upon application to the AEC.

(b) Notwithstanding Sub-Section (2) (a), the AEC may approve the organization of Regional Aboriginal Peoples, Racially Visible Persons, Pride, Access and Youth Committees where less than three (3) Components and/or DCLs are willing to participate when it is satisfied that the Committee can be viable.

(c) Notwithstanding Sub-Section (2) (a) and (b), Regional Human Rights’ Committees consisting of members of the Aboriginal Peoples, Racially Visible Persons, Pride and Access Equity Groups may be organized where there are at least three (3) Components and/or DCLs willing to participate, and upon application to the AEC.

(d)Notwithstanding Sub-Section (2) (a), (b) and (c), the AEC may approve, in exceptional

cases, the organization of Regional Aboriginal Peoples, Racially Visible Persons, Pride and Access Committees jointly as a Human Rights Committee when it is satisfied that the members are willing to participate, and the Committee can be viable.

*Sub-Section (3)*

Regional Women's, Aboriginal Peoples, Racially Visible Persons, Pride, Access and Youth Committees or Regional Human Rights Committees shall consist of representatives who should come from each Component with members in the jurisdiction of the Women's, Aboriginal Peoples, Racially Visible Persons, Pride, Access and Youth Committees.

*Sub-Section (4)*

Regional Human Rights Committees or Regional Women's, Aboriginal Peoples, Racially Visible Persons, Pride, Access and Youth Committee meetings shall be held at least four (4) times a year. One such meeting shall occur prior to the PSAC National Women's, Aboriginal Peoples, Racially Visible Persons, Pride and Access Conferences.

*Sub-Section (5)*

Regional Human Rights Committees or Regional Women's, Aboriginal Peoples, Racially Visible Persons, Pride, Access and Youth Committees shall be fully funded by the PSAC.

Sub-Section (6)

The seven (7) PSAC Regional Health and Safety Committees shall have the authority to submit resolutions directly to the National Health and Safety Conference.