

July 2020



Rights and Responsibilities Handbook



**Burnaby Association
for Community Inclusion**

We all have certain Rights.

Rights come with Responsibilities.

What is a right?



Rights are a **set of rules** to protect people and make clear what is allowed.



Everyone in Canada has the same rights and these are **protected by laws**.



Rights help to make sure everyone is **respected and safe**.

Some responsibilities* that comes with having rights:



Respecting the rights of others.



Making sure that other people don't ignore your rights (**speak up!**).



Understanding that there are **consequences or risks** when we make decisions (but you still get to choose).

This is a handbook:

- **To help you understand some of your Rights and Responsibilities;**
- **To start conversations around Rights.**

Words with a *, have a description at the end of this handbook.

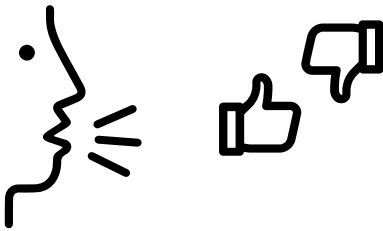


You have the right to

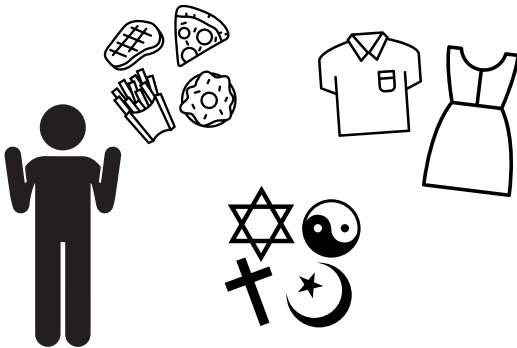
Expression



This means you have the right:



To have an **opinion** and **speak up**.



To make **personal choices**, like eating the food, wearing the clothes, and practicing the religion you want, or practicing no religion.

You've got the responsibility:

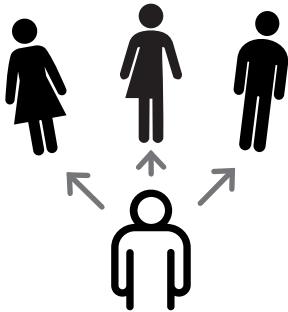


To know that others have the **same right** to have and share their **own opinions**.

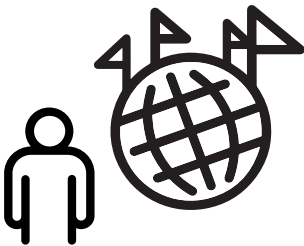


To understand how your choices **might impact your health** and other things, or the choices of others.

This means you have the right:



To express* **your gender*** in the way you wish.



To express the **cultural or ethnic*** identity you feel included in.

You've got the responsibility:



To **respect** the gender of others, and how they express it.



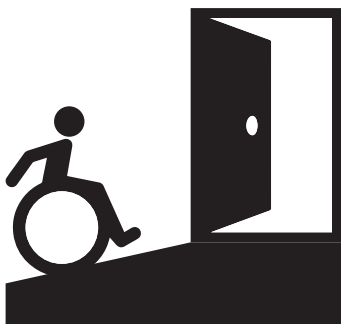
To **respect** the cultural or ethnic identity of others.

You have the right to

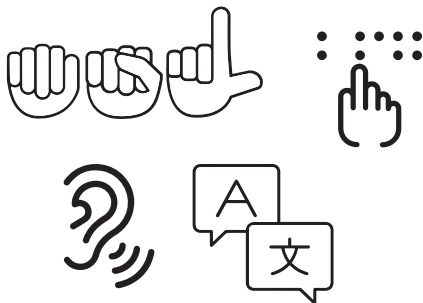
Equality and Access



This means you have the right:



To have access to the **same services** as others.



To **understand** information and to **be understood**.

You've got the responsibility:

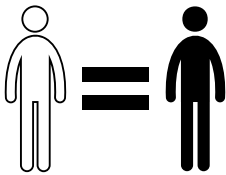


To **meet the requirements*** for the service (eligibility*, providing required information, showing up for your appointments).



To **let someone know** if you don't understand, or if someone misunderstands you.
Tips: Ask for plain language.

This means you have the right:



To not be treated differently based on your **race or colour of your skin**



To access **your personal information** and have it stay private.

You've got the responsibility:



To respect and **treat others fairly**, and to not say hateful things about others



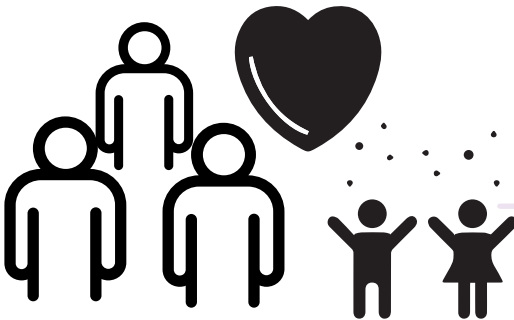
To make sure you're keeping other people's **personal information private**.

You have the right to

Relationships



This means you have the right:



To love, be married or be a parent, if you want to.



To have sexual relationships (or not!).

You've got the responsibility:

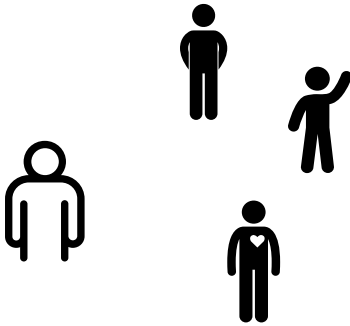


To understand that **others have the right** not to love you back.



To make sure you have **consent** from your partner, **respecting when they say "no"** and be aware of **potential risks**.

This means you have the right:



To be respected by your family, friends, staff, or partner.

You've got the responsibility:



To be respectful of other people and to speak up if you are not being respected.

Things to ask or talk about:

- What's important to you in a relationship?
- Was there a time when you felt uncomfortable saying yes or saying no?

You have the right to

Employment



This means you have the right:



To work, and **be paid the same wages** as anyone else doing the same job.



To **refuse unsafe work**.

You've got the responsibility:



To show up on time, be respectful and **do the job** you were hired to do.



To do your **work safely**, and to follow the rules of your employer.

This means you have the right:



To ask for **reasonable accommodations*** so you can do your job.

You've got the responsibility:



Let people know if you need an accommodation.

Things to ask or talk about:

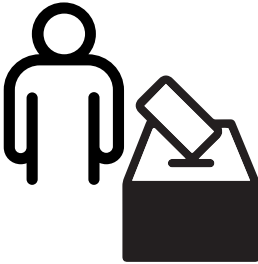
- Is having a job important for you?
- Was there a time when you felt unsafe at work?

You have

Voting Rights



This means you have the right:



To **vote for who you want** and to keep it private if you want to.

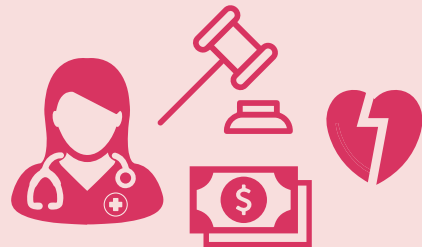


To **protest with others.**

You've got the responsibility:



To learn about the candidates and political parties and make an **informed decision.**



To understand that there may be **risks or consequences** to your actions.

This means you have the right:



To ask for information and accommodations* you need to vote.

You've got the responsibility:



To understand what support you need.

Things to ask or talk about:

- How do you learn about politics and voting?
- Who would you ask for help?

You have

Financial Rights



This means you have the right:



To have access to your money.



To spend your money how you want it.

You've got the responsibility:



To keep your banking information and cards code **private** and to not give your card to anyone.



To **budget** your money and make sure you **have enough money to live** (pay rent, food...)

This means you have the right:



To have a **Registered Disability Savings Plan (RDSP)** if you have a disability.

You've got the responsibility:



To learn about and follow the rules and requirements of an RDSP.

Things to ask or talk about:

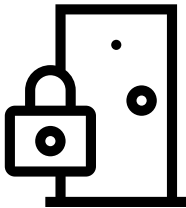
- Do you have someone helping you with your money?
- Have you ever had trouble taking care of your money?

You have

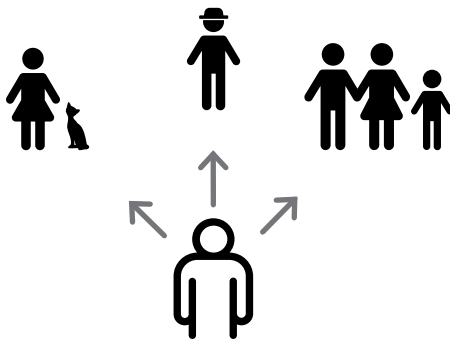
Housing Rights



This means you have the right:



To have **privacy** in your own home.



To have a choice of **who you live with**.

You've got the responsibility:

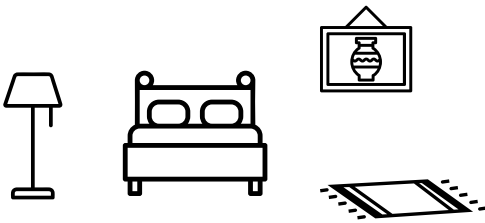


To **let people know** when you need your private space



To be **respectful of other people** and to speak up if you are not being respected.

This means you have the right:



To decorate and have your room the way that you like it.

You've got the responsibility:



To keep your room **safe, and reasonably clean.** For example so nothing will fall on you or catch on fire.

Things to ask or talk about:

- What does your dream living space look like to you?
- Who would you dream roommate be?

Descriptions

- p. 2 **Responsibilities:** Something that is your job or duty to deal with.
- p. 2 **Consequences:** These are the results of your actions. They can be good or bad.
- p. 5 **Expression / Express:** to say what you think or feel.
- p. 5 **Gender:** Can be Male and Female, but can also be in-between male and female or neither. For example someone born in a male body may be female, and can change their expression to match.
- p. 5 **Ethnic:** is a category of people who identify with each other, usually around a common language, history, society, culture, country.
- p. 6 **Eligibility:** to meet the requirement, to qualify.
- p. 6 **Requirements:** a thing that is needed, demanded, necessary. For example, being on time is a requirement for a job.
- p. 8 **Consent:** making sure you or someone else is okay with what's happening. It can be hard to give consent, and people might change their mind.
- p. 11 **Accommodation:** if you need to make change to where you work, or live. For example, an ASL interpret, bathroom rails or ramp.
- p. 12 **Protest:** Taking action.

Find more

Information

You can find more about these things in:



The Canadian Charter of Rights and Freedoms
www.justice.gc.ca/eng/csjsjc/pl/charter-charte

The BC Human Rights Code
www.bclaws.ca

UN Declaration of Human Rights
www.un.org/en/universal-declaration-human-rights

BC Employment Standards Act

www2.gov.bc.ca/gov/content/employment-business/employment-standards-advice/employment-standards

BACI's website

www.bit.ly/2wEDsyL

RDSP information

www.rdsp.com

Unsafe work:

www.worksafebc.com

Things to ask or talk about:

- How do you find more about your Rights?
- Where else can you find information?



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for Community Inclusion

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