

VI. OVERVIEW OF TASK FORCE PRINCIPLES

In consultation with the Advisory Committee, the Task Force adopted the following principles to guide it during its deliberations and in assessing the strengths and weaknesses of any models considered.

- The system should be geared to promote equality and overcome discrimination for disempowered groups.
- The system should be capable of achieving significant results to overcome the systemic discrimination which has been practised against certain individuals and groups in Ontario because of their race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, age, record of offences, marital status, family status and handicap.
- The system should be timely, accessible, equitable, effective and empowering to persons and groups who experience discrimination.
- The system should incorporate a focus on discrimination faced by groups and a procedure that makes enforcement accessible to them.
- The system should be accountable to people who experience discrimination. Regular monitoring and accountability mechanisms should be built into the system.
- The system should fairly consider the legitimate interests of those responsible for ensuring equality.
- The system should assist equality seeking groups to develop resources, expertise, and confidence to claim their rights.
- Claimants should have control over their cases.
- The system should provide quick access to a hearing.
- The system should have remedies which are monitored and enforced.
- The system should provide options and assist to the claimant to deal effectively with the many different kinds of discrimination (the different grounds of discrimination covered by the *Code*, as well as multiple discrimination; the different settings covered by the code; individual and systemic cases).

- Resources should be provided to assist people in obtaining their rights under the Code.
- The independence, expertise, credibility, representativeness and effectiveness of any agency should be ensured.
- The system should be based on, and should promote, the indivisibility of human rights and solidarity. It should promote unified, strategic planning and leadership by equality seeking groups to monitor and advance human rights in Ontario as a whole.
- The system should be coordinated with other existing or planned equity agencies. However, the system must preserve the guarantees set out in the *Code* that it have primacy over all other legislation.