

## **POLICY 8 – Human Rights Policy**

- 8.01**
- (a) The Telecommunications Workers Union (TWU), United Steelworkers Local Union 1944 is part of a broad social movement whose purpose is to improve the human condition. As such we recognize the inherent dignity and equal and inalienable rights of all members of the human family as the foundation of all freedom, justice, and peace in the world.
  - (b) Our organization strongly supports the United Nations Universal Declaration of Human Rights, which states that “All human beings are born equal with dignity and human rights.”
  - (c) As an integral part of its mandate, the Telecommunications Workers Union (TWU), United Steelworkers Local Union 1944 encourages and supports aboriginal people, members of minority groups, and the disadvantaged in their fight to obtain what is rightfully theirs. This support also extends to men and women who are victims of systemic discrimination on the basis of their sexual orientation.
  - (d) The Telecommunications Workers Union (TWU), United Steelworkers Local Union 1944 promotes and works for the elimination of racism in our country, our communities, our workplaces and in the labour movement itself.
  - (e) The Telecommunications Workers Union (TWU), United Steelworkers Local Union 1944 is an advocate for the eradication from society of discrimination based on race, creed, colour, ethnic origin, ancestry, place of origin, citizenship, gender, sexual orientation, age, marital status, family status, or disability.
  - (f) We support the right of all workers to join a union and to engage freely in its activities. The Telecommunications Workers Union (TWU), United Steelworkers Local Union 1944 believes that every individual has the right to dignity and respect and the right to be treated fairly within the union, in the workplace and in broader society.
  - (g) We are advocates of the right of all Canadians to obtain work and financial rewards commensurate with their abilities and without consideration of their gender, ethnic origin, colour, or condition.
  - (h) We maintain the right of all individuals to satisfy basic needs such as food and shelter, as well as the right to an education, meaningful employment, and sufficient retirement income.
  - (i) We believe that it is the role of government to guarantee the respect for each and every person, ensuring their ability to exercise both individual and collective rights within our society. Consequently, we promote the exercise of collective rights such as access to medical services, which complement individual rights and believe that they should be readily available to all citizens.
  - (j) Given the increasing importance of protecting privacy as we move into the information age, we urge governments to make any changes necessary in Canada’s Human Rights Legislation, Labour and Employment Law, and the Charter of Rights to protect against the invasion of privacy.

*(Please note that the word Convention was replaced with Local Annual Delegated Meeting – January 2015)*

*(Please note that the word Local was replaced with the word Unit – January 2015)*

*(Please note that TWU was replaced with Telecommunications Workers Union (TWU), United Steelworkers Local Union 1944 – January 2015)*

*(Please note that the word Union was replaced with Local Union – January 2015)*

*(Please note that the word Constitution was replaced with the word Bylaws – January 2015)*