

WHO TO CONTACT IF MISTREATED IN YOUR WORKPLACE

The following guide will help you determine who to contact if you believe your workplace rights have been violated.



Scenario #1: You believe your Human rights have been violated at work. Examples can include, but are not limited to:



Discrimination

Your employer and/or co-workers are discriminating against you in the workplace due to your race, ethnicity, gender, immigration status or sexual orientation.



Accommodation

Your employer is refusing to accommodate your disability in the workplace.



Harassment

Your employer and/or co-workers are harassing you due to your race, ethnicity, gender, immigration status or sexual orientation.

Submission Deadline	Average Case Processing Time
Up to 1 year following the violation of your human rights at work.	Approximately 2 - 4 years from start to a hearing.



File a Claim

Human Rights Tribunal of Ontario

Web: <https://tribunalsontario.ca/hrto/forms-filing/>

Phone: 416-597-4900

Email: Hrto.registrar@ontario.ca

Canadian Human Rights Commission (Federally Regulated Workplaces)

Web: <https://www.chrc-ccdp.gc.ca/en/complaints/make-a-complaint>

Phone: 1-888-214-1090

Scenario #2: You believe your Employment Standards Act (ESA) rights have been violated at work. Examples can include, but are not limited to:



Wages

- Your employer refuses to pay you for the total hours you have worked at your job.
- Your employer has paid you below the minimum wage for the hours you have worked.
- Your employer did not provide you with holiday and/or premium pay.



Leave of Absence

Your employer disciplines you for taking a mandated leave of absence from your job (bereavement, personal sick leave, family responsibility leave, etc.).

Submission Deadline	Average Case Processing Time
Up to 2 years following the violation of your workplace rights.	Approximately 6-9 months.



File a Claim

Phone: 1-800-531-5551
 Email: webes@ontario.ca
 Web: <https://www.ontario.ca/document/your-guide-employment-standards-act-0/filing-claim>

Scenario #2: You are a unionized employee and believe your collective agreement rights have been violated.

Submission Deadline	Average Case Processing Time
Speak to your Shop Steward and/or Union Representative immediately.	It is determined by your collective agreement but typically 5-7 days.



File a Claim

Consult your shop steward and/or Union Representative.

Ministry of Labour (MOL) Health and Safety Contact Centre

If you have concerns about your employer not complying with workplace health and safety requirements (including about violence and harassment at work), you can make a complaint to the MOL Health & Safety Contact Centre. A Health and Safety Inspector may conduct an inspection of the workplace and give written orders to comply if they find any violations.

Phone: 1-877-202-0008

