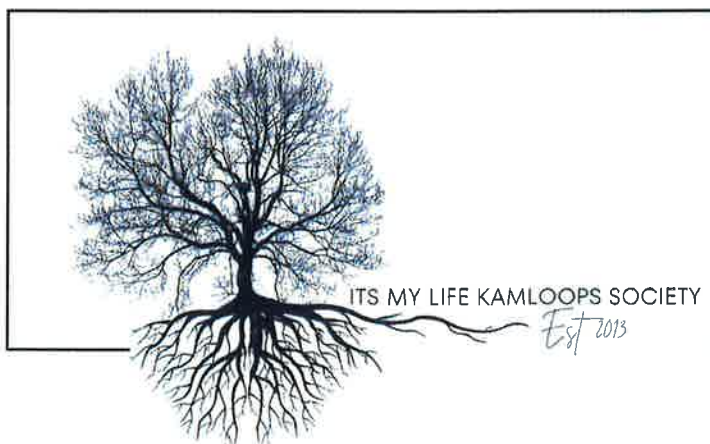


Jan 2023



# Rights and Responsibilities Handbook



# 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.

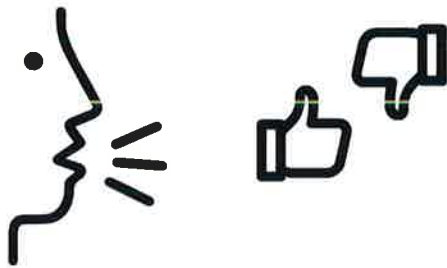


You have the right to

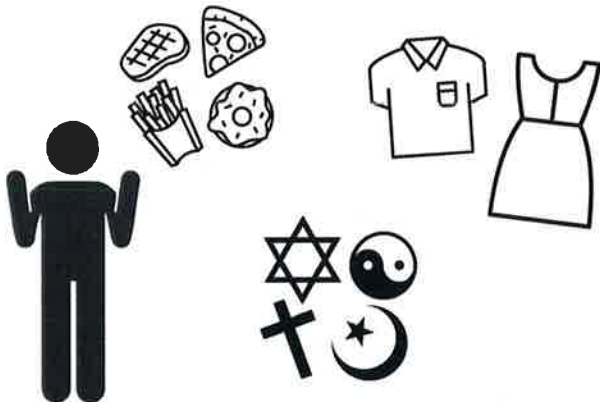
# Expression



## 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:

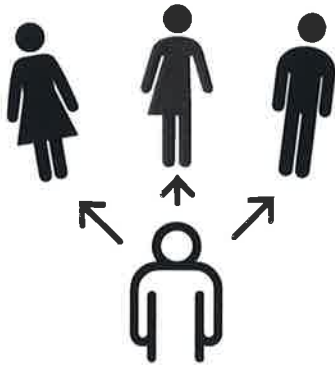


To know that others have the **same right** to have and share their **own opinions**.



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.



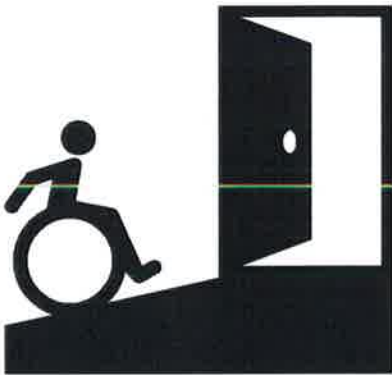
To **respect** the cultural or ethnic identity of others.

You have the right to

# Equality and Access

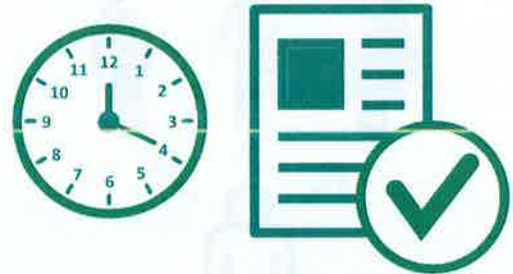


## This means you have the right:

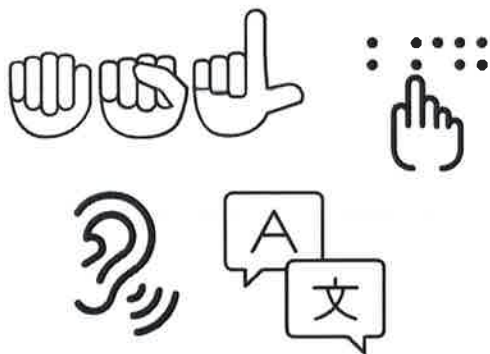


To have access to the **same services** as others.

## You've got the responsibility:



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

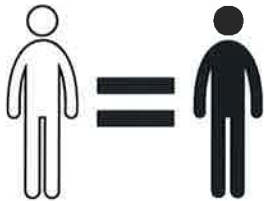


To **understand** information and to **be understood**.



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**

You've got the responsibility:



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



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



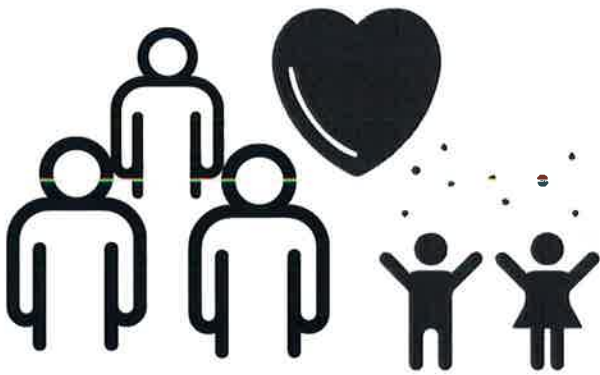
To make sure you're keeping other people's **personal information private**.

You have the right to

# Relationships



## This means you have the right:



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

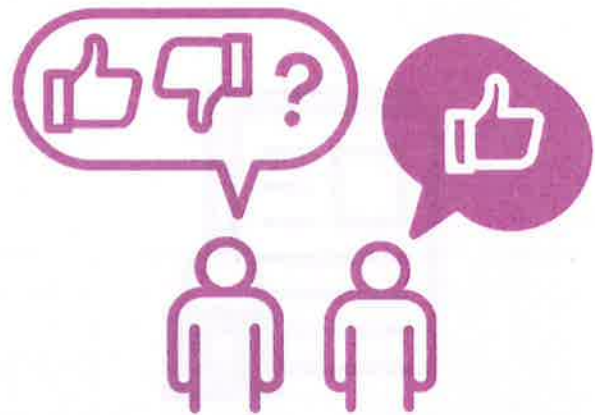
## You've got the responsibility:



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



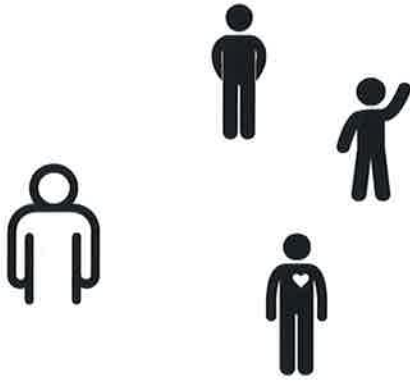
To have sexual relationships (or not!).



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:

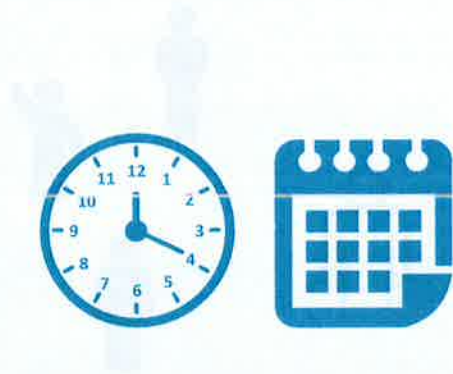


To work, and **be paid the same wages** as anyone else doing the same job.



To **refuse unsafe work.**

## You've got the responsibility:

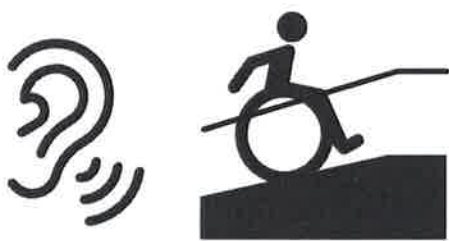


To show up on time, be respectful and **do the job** you were hired to do.



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?

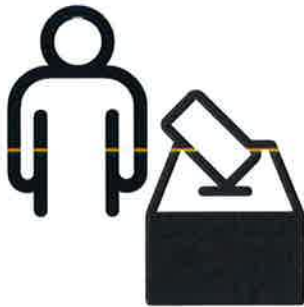


You have

# Voting Rights



## This means you have the right:



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

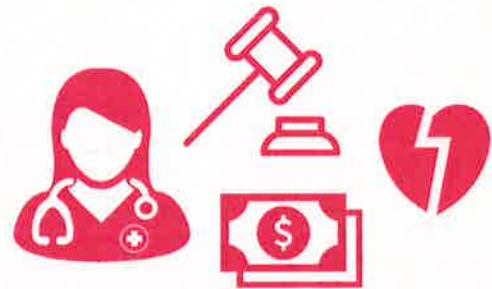
## You've got the responsibility:



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



To protest with others.



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?

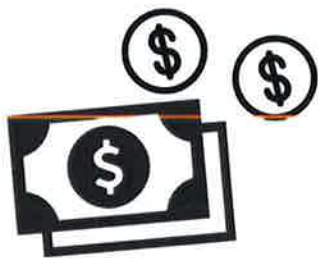


You have

# Financial Rights

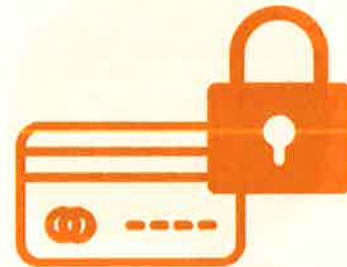


## This means you have the right:



To have access to your money.

## You've got the responsibility:



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



To spend your money how you want it.



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?

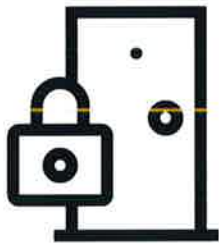


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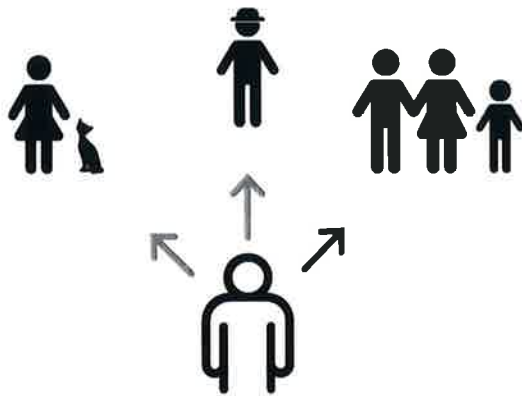
# Housing Rights



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

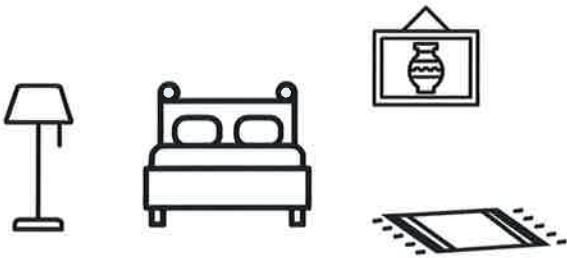
© 2014 National Housing Council



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

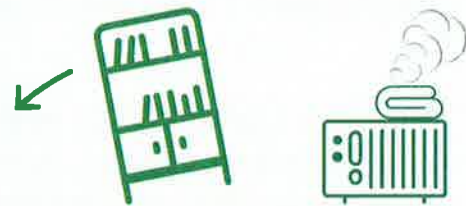


## This means you have the right:



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/csjsj/pl/charter-charte](http://www.justice.gc.ca/eng/csjsj/pl/charter-charte)

**The BC Human Rights Code**  
[www.bclaws.ca](http://www.bclaws.ca)

**UN Declaration of Human Rights**  
[www.un.org/en/universal-declaration-human-rights](http://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](http://www2.gov.bc.ca/gov/content/employment-business/employment-standards-advice/employment-standards)

**IMLKS Website**

[www.imlks.ca](http://www.imlks.ca)

**RDSP information**

[www.rdsp.com](http://www.rdsp.com)

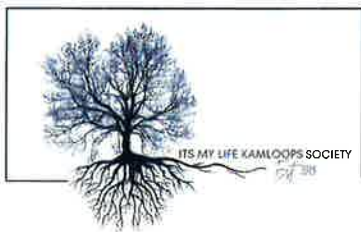
**Unsafe work:**

[www.worksafebc.com](http://www.worksafebc.com)

**Things to ask or talk about:**

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





**Questions? Feedback? Please contact:**

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