

Key Concepts of a Statement of Principles

This document is intended to assist licensees with the following requirement:

to abide by a statement of principles acknowledging their obligation to promote equality, diversity and inclusion generally, and in their behaviour towards colleagues, employees, clients and the public. (Recommendation 3(1))

A statement of principles that acknowledges the obligation to promote equality, diversity and inclusion (a) generally, and; (b) in a licensee's behaviour towards others, should consist of:

- a **preamble** explaining the grounds for and intentions of the statement of principles; and
- a **set of principles** adopted to help achieve these objectives of valuing equality and enhancing diversity and inclusion,

1. Preamble

The **grounds** for the statement of principles can include the [Rules of Professional Conduct](#) and the [Paralegal Rules of Conduct](#) of the Law Society of Upper Canada, and human rights legislation (the Ontario Human Rights Code).

The **intention** of the statement of principles is to demonstrate a personal valuing of equality, diversity, and inclusion with respect to the employment of others, or in professional dealings with other licensees or any other person.

2. Set of Principles

A set of principles adopted to achieve the objectives of valuing equality, and enhancing diversity and inclusion might include:

a) No Discrimination or Harassment

A commitment not to discriminate against, nor harass, any person on the basis of any ground under the Human Rights Code¹ with respect to the employment of others, or in professional dealings with other licensees or any other person.

¹ These grounds include: race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, record of offences, marital status, family

b) Abide by Workplace Policies

An agreement to review, understand and abide by any and all policies in your legal workplace that prohibit harassment and discrimination and encourage diversity and inclusion on the basis of the grounds set out in Human Rights Code or other grounds.

c) Promote Equality, Diversity and Inclusion

An agreement to promote equality, diversity and inclusion by, e.g.: supporting strategies in your legal workplace (and beyond it) that prioritize diversity and inclusion on the basis of the grounds set out in Human Rights Code and other grounds in hiring, promotion and retention decisions.

d) Client Service/ Members of the Public

An agreement to ensure that no client or prospective client is denied services or receives inferior service on the basis of the grounds set out in the Human Rights Code. A commitment to respect both the letter and spirit of human rights legislation in professional dealings with other licensees or any other person.

status, or disability. Definitions of some of these grounds are set out in section 10(1) of the Code. For more elaboration on these “prohibited grounds” see: <http://www.ohrc.on.ca/en/ontario-human-rights-code>.