



CAMSC

Canadian Aboriginal and  
Minority Supplier Council



Conseil canadien des fournisseurs  
autochtones et de minorités visibles

# Legal Environment for Supplier Diversity in Canada

- Ontario Human Rights Code
  - Jurisdiction
  - Exceptions under the Code
    - CAMSC Compliance
    - Corporate Member compliance: via Special Program
- Designing a Special Program
- Special Program in Practice

# Ontario Human Rights Code

- **Provides for equal rights and opportunities without discrimination**
- **Section 3 of Code:** Every person having legal capacity has a right to contract on equal terms without discrimination because of **race, ancestry, place of origin, colour, ethnic origin**, citizenship, creed, sex, sexual orientation, age, marital status, family status or handicap
- Without implementation of a special program, questions relating to grounds in the Code (e.g. race/ethnic origin) are discriminatory and are prohibited

## CAMSC Corporate Member COMPLIANCE – enabling the development of a supplier diversity program

- Section 14 of the Code allows companies to implement **Special Programs:**

“that might otherwise be considered discriminatory, if the programs are designed to: (i) relieve hardship or economic disadvantage, or (ii) ***assist disadvantaged persons or groups to achieve equal opportunity***”

For the complete presentation on the Legal  
Environment for supplier diversity in Canada,  
please email: [info@camsc.ca](mailto:info@camsc.ca)