

**UNION OF NATIONAL EMPLOYEES
HUMAN RIGHTS COMMITTEE
TERMS OF REFERENCE**

1. POLICY STATEMENT

The Union of National Employees promotes human rights and equity for all members regardless of sex, sexual orientation, gender identity, gender expression, age, mental or physical ability, Aboriginal, (First Nations, Métis or Inuit), race, colour, creed, ethnic/national origin, religious belief, political belief, marital status, or conviction for which a pardon has been granted.

2. NAME

The Committee shall be known as the Human Rights Committee of the Union of National Employees.

3. VISION STATEMENT

The Human Rights Committee is an action oriented advocate for human rights and equality, working in an empowering manner on behalf of its members and their communities, while respecting the hallmark of diversity.

The initial French translation was as follows:

Le comité des droits de la personne est résolu à défendre l'égalité et les droits de ses membres et de leurs communautés, tout en travaillant à valoriser le respect de la diversité qui nous caractérise.

4. MISSION STATEMENT

The Human Rights Committee:

- Is committed to respect, to protect, to defend, to advocate, and to promote human rights.
- Will endeavour to advance human rights issues to the forefront of peoples' consciousness.
- Will collaborate with members, locals, regional teams and communities.
- Will be available as a resource group for the PSAC and other components concerning human rights.
- Will provide supporting tools and resources to its members.

The initial French translation was as follows:

Ébauche de l'énoncé de mission consolidé

Le comité des Droits de la personne :

- s'engage à respecter, à protéger, à défendre et à promouvoir les droits de la personne.
- est résolu à faire avancer les droits de la personne afin de sensibiliser la population.
- collaborera avec les membres, les sections locales, les équipes régionales et les communautés.
- deviendra une source de référence pour l'AFPC et d'autres éléments concernant les droits de la personne.
- Fournira des outils et des ressources pour ses membres.

5. MEMBERSHIP, TERMS OF OFFICE, AND VACANCIES

Membership of the committee, terms of office, and filling of vacancies on the committee shall be as per the Union of National Employees bylaws.

6. HUMAN RIGHTS CONFERENCE

Every three years, at least 6 months prior to the Union of National Employees Convention, the Human Rights Committee will hold a Human Rights Conference. The Human Rights Conference will provide an opportunity for members from all Regions of the Union of National Employees to gather, learn, discuss and strategize on human rights and equity issues.

At the Human Rights Conference the four National Equity Representatives and a National Women's Representative will be elected in their respective caucuses.

At the Human Rights Conference, four equity group members from each of the four equity caucuses, for a total of sixteen members, will be elected to attend the Union of National Employees Triennial Convention.

7. MEETINGS

The Human Rights Committee shall meet face-to-face at least twice per year. Additional meetings can be held by teleconference or other means as needed. Minutes of the Human Rights Committee meetings shall be posted on the Union of National Employees intranet site.

8. EXPENSES

Human Rights committee members shall submit expense claims as required for expenses incurred. For expense coming out of the Human Rights Committee budget line the Human Rights committee member must get approval via email from National Vice President for Human Rights prior to incurring the expense.