CANADIAN HUMAN RIGHTS COMMISSION

HUMAN RIGHTS MATURITY MODEL CONTINUUM

LEVEL 1

INITIATED
Initial steps taken to create a human rights culture.

- Leadership commitment to culture change.
- Consultation and communication begins.
- Basic legislated requirements are met.
- Adequate capacity and resources.
- Basic quantitative data collection.

LEVEL 2

DEFINED
Implementation of a structured approach.

- Management engaged in culture change.
- Structure in place and communicated to staff.
- Policies are implemented and discrimination complaints process established.
- Resources committed to implement HRMM.
- Qualitative data collection.

LEVEL 3

MANAGED AND ROUTINE
Proactive approach to address human rights matters.

- Management acts in accordance with their roles and responsibilities regarding human rights.
- Proactive communication and consultation involving the whole organization.
- Multi-disciplinary approach involving all sectors of business.
- Proactive systems in place to manage human rights issues.
- Development of a human rights performance measurement framework.

LEVEL 4

PREDICTABLE AND SUSTAINABLE
Day-to-day operations and practices integrate human rights principles.

- Human rights roles and responsibilities are acted upon throughout the organization.
- Organization has built relations with external partners with respect to human rights.
- Ongoing consultation with external partners, key stakeholders to promote human rights principles.
- Internal and external policies and practices reflect human rights and are shared.
- Enhancement and sharing of performance measurement framework.

LEVEL 5

CONTINUOUSLY OPTIMIZING
A culture of human rights is incorporated in day-to-day operations and is continuously improving.

- Leadership demonstrates its broad commitment to human rights.
- All levels of the organization share responsibility for human rights.
- Broad promotion of human rights principles.
- Policies and processes foster human rights in areas beyond economic interests.
- Performance measurement framework incorporates parameters related to the promotion of human rights.