CANADIAN HUMAN RIGHTS COMMISSION

HUMAN RIGHTS MATURITY MODEL CONTINUUM

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

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

MANAGED AND ROUTINE
Proactive approach to address human rights matters.

DEFINED
Implementation of a structured approach.

INITIATED
Initial steps taken to create a human rights culture.

LEVEL 5

LEVEL 4

LEVEL 3

LEVEL 2

LEVEL 1

Level 1
• Leadership commitment to culture change.
• Consultation and communication begins.
• Adequate capacity and resources.
• Basic quantitative data collection.

Level 2
• 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
• 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
• 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
• 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.

Canada