



The Consumer/Survivor Information Resource Centre

Distributed through generous support from Queen Street Division of [CAMH](#) (Centre for Addiction & Mental Health)

BULLETIN

*Information for consumer/survivors of the mental health system,
those who serve them, and those who care about them.*

October 1st, 2004

Bulletin 285

C/S INFO CENTRE DROP-IN HOURS: 1-4 Monday-Thursday. PHONE HOURS: 9-5 Monday-Friday

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Workplace Accommodation Law Includes Mental and Physical Health Issues

(Part 3 in a 3 part series)

After taking a class in performance appraisal and hearing some Human Resources perspectives on the topic of workplace accommodation, I asked Mr. Holder for a second interview. I learned that he has worked in this area of law for ten years and has worked at the Human Rights Commission. I am thankful for the opportunity to interview him again. The Human Resources perspectives I had heard reflected doubt and reluctance on the part of some HR staff, which clearly is not the intention in workplace accommodation law. (It would be helpful before reading Part 3 of this article, to read Parts 1 and 2.)

The Human Resources concerns included the beliefs that: some people who need accommodation aren't getting it because they don't know the law; and, some are abusing the system and getting accommodated when it's not really appropriate.

In answer to the first part of this, it is a Human Resources responsibility to approach an employee who has a health problem affecting his or her work or whom the employer could reasonably be expected to notice has a health problem affecting her or his work. For example, the employee might have said something to let the employer know without making a specific request, or their actions might make a health need obvious. The expectation in law is that: the employer will be open to accommodation; will not request actual health information, which is confidential; and, has the option of asking for a doctor's note to verify the need for the accommodation if and when accommodation is requested. Where there is trust between employee and employer the note may not be required. However the employer has the right to objective evidence, in the form of a doctor's note.

The question of inappropriate accommodation of an employee who is not perceived to really need it leads directly into the topic of the panel on "Invisible Disabilities in the Workplace". Not all health needs at work are obvious by outward appearance. It can still be affecting job performance and the employee's health. It is the doctor's role to assess health-related needs and the doctor who has the training to do this. If an employer objects to a doctor's assessment, they may be asked, in writing, what the basis of their objection is. Generally when a letter from a lawyer asking this is received, the employer decides to grant the accommodation.

At this point it is important to note that what the law requires, is: for employees who are basically capable of performing the job to receive accommodation where needed. If an employee is not capable of performing the job, or competence is an issue, it is the place of HR to make that judgement. Since the interview with Mr. Holder, I have spoken with a colleague who does the hiring for a small firm employing about twenty people. She had recently let someone go due to not performing their job adequately; and she has also accommodated several people in the workplace. Her

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Workplace Accommodation Law Includes Mental and Physical Health Issues (continued)

comment on the concerns within HR about legal cases was that this eventuality was something she has no control over. It could happen. She has made the decision that if it ever happens she will be in a position to present a reasonable case.

Mr. Holder also stated, "Being reasonable is what is required."

After an accident, on or off the job, where an employee has major injuries that create a disability, it is quite possible that an employer would be under undue hardship to provide necessary accommodation. When an accommodation is not possible for the company it is not required. This is an example of the purpose of "undue hardship".

In some infrequent cases more information about the nature of the health need or disability could be an appropriate request – such as if the accommodation requires extensive and costly changes to machinery and systems that are in place. Keeping perspective, two-thirds of all accommodations cost less than \$500. Many accommodations cost nothing.

If a case proceeds to the Human Rights Tribunal (the first appeal level) sensitivity training can be ordered by the Tribunal. Retaining the particular organization

that is ordered for the sensitivity training, would be an added cost for the employer.

The Commission and the Tribunal can require that an employer open its books to demonstrate the undue hardship in terms of finance.

In response to the idea that Human Resources staff, on behalf of the employer, could be hesitant to deal with accommodation because of potential legal cases, Mr. Holder says again, "What is required is to be reasonable."



The Ontario Human Rights Code, which sets out accommodation law, and a plain language Guide to The Human Rights Code are both available on-line at the Ontario Human Rights Commission site:
<http://www.ohrc.on.ca/english/code/index.shtml>

Questions in relation to the information in this article can be directed to ARCH. Phone is 1-866-482-2724. TTY is 1-866-482-2728. Their website is at www.archlegalclinic.ca. Written by Catherine Sutherland

More on Mental Health in The Workplace

Work – the 'them' and 'us' divide

Discrimination on mental health grounds is firmly on the agenda. But 86 percent of those of us with problems lasting more than a year remain unemployed, according to a labour force survey. Increasingly we try to change the attitudes and practices of 'those employers out there'. Yet how often do we also look to our own back yard – our own role as employers?

Now I am not talking here about the creation of special jobs for those with mental health difficulties – 'user development workers' and the like. No, I am talking about something more challenging: putting our money where our good intentions lie; actively seeking to recruit people who have mental health problems to the those jobs that have traditionally been the preserve of the sane – not just entry level jobs, but senior management positions as well.

I am afraid it remains the case that the 'them and us' divide is alive and well in both statutory and independent sector mental health services. There are 'us' who provide services and 'them' who use them, and never the twain shall meet. It is unremarkable when an oncologist receives treatment for cancer or an orthopedic nurse breaks his leg. But a manic depressive psychiatrist, a schizophrenic nurse, that's newsworthy – the 'lunatics running the asylum'.



But a manic depressive psychiatrist, a schizophrenic nurse, that's newsworthy – the 'lunatics running the asylum'

As a senior mental health professional who has mental health problems I am seen as something of an oddity. But there are more of us than you think. I receive lots of letters and phone calls from mental health

practitioners like myself who have mental health problems, but most choose to keep very quiet about them for fear of jeopardizing their careers. It is scandalous that, in the twenty-first century, services which purport to help people with mental health problems rebuild their lives continue to be an

unwelcoming, hostile environment for employees with mental health problems.

Too often when I suggest that mental health organizations – statutory or voluntary – employ

people with mental health problems I am greeted with those 'yes, but ...' kind of responses. 'Yes, but we are very stretched, cannot afford to carry people, the work here is very pressurized, we employed someone with mental health problems once and it was a disaster'.

Please remember that people with mental health problems cope with enormous pressure everyday: the stress of discrimination, unemployment, living on paltry benefits; and haven't we all employed at least one person without mental health problems who has not been a rip-roaring success?

Work – the ‘them’ and ‘us’ divide (continued)

Far from being a burden, employees with mental health problems can improve the service we provide. They can break down destructive ‘them and us’ barriers; make available to those we serve the ‘expertise of experience’; and provide real role models of the possibilities of life with mental health problems to counteract the hopelessness that so often prevails.

In 1995 we established the Pathfinder User Employment Program at South West London and St. George’s Mental Health NHS Trust. For those who need it, we provide additional support to apply for, and make a success of, employment in existing jobs within the Trust on the same conditions as every other employee. To date we have helped 64 people to work in a range of posts, including those in nursing, psychiatry, psychology and other therapies. And our research shows that these supported employees take less time off sick than their non-disabled colleagues.

But most people who experience mental health problems do not require special support from their employer. The only ‘reasonable adjustment’ we need is a willingness on the part of our employer to consider us

...it is no longer possible to tell whether your colleagues are one of ‘them’ or one of ‘us’!

on our merits. Our *Charter for the Employment of People who have Experienced Mental Health Problems* is designed to reduce employment discrimination throughout the organization. Our advertisements carry an equal opportunities statement encouraging applications from people who have experienced mental health problems. The ‘person specifications’ for jobs

include ‘personal experience of mental health problems’ as a desirable criterion. Awareness training has been organized. And our confidential equal opportunities monitoring includes personal

experience of mental health problems.

In 1997, when our charter was adopted, 9 percent of recruits had experienced mental health problems. By the end of the century this had risen to 27 percent. If you work at South West London and St. George’s Mental Health NHS Trust beware: it is no longer possible to tell whether your colleagues are one of ‘them’ or one of ‘us’! (OpenMind, Issue 133)

For further information on this act contact User Employment Programme, Harewood House, Springfield Hospital, Tooting, London SW17 7DJ.

Mental Health News

Children have mental illnesses too

Mental illness is often seen as an adult problem. But it is estimated that around 10% of children have some sort of mental health disorder. Half of those are estimated to have a behaviour problem, 4% an emotional disorder such as anxiety or panic attacks and 1% a hyperactive disorder.

Early help 'easier'

Gavin Baylis, a senior policy officer with the charity Young Minds, says: "People who have problems in childhood often go on to have problems as adults too." He said it was often much easier to intervene and help people who showed signs of mental health problems as children, because situations often worsened as people got older. Some schizophrenics had reported experiencing hallucinations since they were very young, he said. But in a child, this could be put down to story-telling or nightmares.

He said helping a child with serious behavioural problems could prevent them developing a personality disorder as an adult. "If you support parents with parenting skills when a child is two, three or four, you



can deal with problems relatively easily at that age." While not all children with behavioural problems went on to have personality disorders, adults with personality disorders were almost certain to have had behavioural problems as children.

"The younger someone is, the evidence shows that smaller and smaller interventions can be beneficial." Early interventions could also prevent people from becoming involved in crime, a common pattern for those with antisocial personality disorders.

Teenage units

He said many children with mental problems have no contact at all with specialist services while others may only see social workers or have school nurses.

"Children make up 20% of the population, and 10% of them have a mental disorder. Evidence shows childhood is also the best time to intervene."

"There also needs to be specialist support for teachers, social workers and GPs who are dealing with children with mental health problems." (BBC News Online, September 2004)

Addictions News

Tobacco firms accused of banking on addiction



Federal prosecutors charged Tuesday that the nation's tobacco companies colluded for half a century to addict Americans on nicotine in cigarettes that the industry knew caused cancer.

Opening the largest civil racketeering trial ever, Justice Department attorneys used the cigarette companies' own internal documents to show how the industry set up sham research groups to counter medical evidence that smoking causes cancer and other diseases, even after industry scientists had secretly conceded the harmful effects on health.

Industry memos detailed how the companies were developing cigarettes to more effectively deliver addictive doses of nicotine even while industry executives publicly maintained there was no proof that nicotine was addictive, prosecutors said in opening statements.

"Why did the defendants pursue this course of action?" asked U.S. Attorney Frank Marine. "Money, pure and simple."

The government is seeking a record \$280 billion in "ill-gotten gains" that the Justice Department maintains

the tobacco industry earned through an ongoing fraud that has lasted more than 50 years.

The defendants in the case are the leading cigarette manufacturers and their representatives: Philip Morris USA Inc. and its parent, Altria Group Inc.; R.J. Reynolds Tobacco Co.; Brown & Williamson Tobacco Co.; British American Tobacco Ltd.; Lorillard Tobacco Co.; Liggett Group Inc.; Counsel for Tobacco Research-U.S.A. and the Tobacco Institute.

Attorneys for the tobacco companies will present their opening statements today. But they already are countering that industry practices did not constitute fraud.

But prosecutors said the foundation of the tobacco industry was nicotine, the addictive agent that "hooked" smokers on cigarettes.

As far back as 1953, a tobacco company executive said in a memo, "It's fortunate for us that cigarettes are a habit they can't break," the prosecutors showed in a slide. Another said later, "Think of a cigarette pack as a container for a day's supply of nicotine."

But the industry maintained publicly that there was no proof that nicotine was addictive, prosecutors said. (Palm Beach Post, September 2004)



Newsbytes

Marijuana stash forces cancellation of film shoots Film shoots at an infamous ex-psychiatric hospital in Port Coquitlam, B.C., had to be cancelled when a large marijuana growing operation of over 500 plants was discovered there. The location was also used in the past for filming of the popular "X-Files" TV series. (Globe and Mail, Tuesday, August 24, 2004, page A5)



Mentally ill man can stay at retirement residence The story of Harri Hautamaki, who is 59 and has severe mental illness, played out in the media this summer to a happy conclusion. Harri had had a number of hospital admissions and finally landed in Liberty Place retirement home on Kingston Road, where the excellent care helped him to good health. However, ODSP officials "reviewed his file and decided he was getting too much support" and chopped his payments so that he could no longer afford to live at Liberty Place. Then with the help of East Toronto Community Legal Services he appealed this decision to the social benefits tribunal and the appeal has been successful. (Toronto Star, Thursday, Sept. 2, 2004, page A18)

Mentally ill suspects need help, critics say Mr. Justice Richard Schneider, a judge who has a Ph.D. in psychology, recently told a mental health court at Old City Hall that "it has become a 'chronic' problem that court-ordered psychiatric assessments of prisoners aren't carried out." He made his comments after a woman received only two days of psychiatric assessment after he had ordered 30 days of evaluation. Lawyer Susan Frazer said that part of the problem is that there is no central registry to make court workers aware when hospital beds are available. (Toronto Star, Fri, Sept 3, '04, pg F5)

Paul Rogers, 68, social activist Paul Rogers, a long time member of the psychiatric survivor movement, passed away recently. He was most recently a very active member of PARC (Parkdale Activity and Recreation Centre) and the Rupert Coalition. (Toronto Star, Monday, August 9, 2004, page B5)

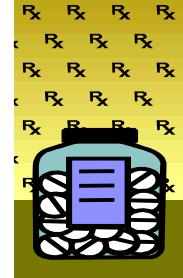
'The Scream' is stolen Edvard Munch's famous painting 'The Scream' has been stolen from an Oslo museum by armed, masked thieves while the museum was open. The painting depicts "an anguished, opened-mouthed figure grabbing the sides of its head." There are actually four versions of 'The Scream' produced by Munch; one of the versions was stolen in 1994 but later recovered. (Toronto Star, Monday, August 23, 2004, page A3)

Ontario caps rent at 1.5% The Ontario Ministry of Municipal Affairs and Housing has set the ceiling for 2005 rent increases at 1.5 per cent effective next January. This is the lowest rent-increase guideline in a generation. (Toronto Star, Wednesday, August 18, 2004, page A19)



Journals' stand to improve drug data 11 major medical journals, including the Canadian Medical Association Journal, announced last week that they would publish results of clinical drug trials only if the trial had been registered in a no-cost, publicly accessible database before researchers began enrolling patients in the trial. The journals had been thinking about doing this for years "but it came to a head with the discovery [recently] that certain antidepressants may make adolescents more likely to commit suicide. Some companies were accused of covering up studies that could have shown this earlier." (Toronto Star, Saturday, September 18, 2004, page L6)

Many seniors taking inappropriate medications: study A recent study published in the Archives of Internal Medicine found that at least 21 per cent of seniors were taking medications on the so-called "Beers list" - a list of drugs that should specifically be avoided in the elderly, named after a geriatrics researcher at the University of California, Los Angeles. The drugs which were being prescribed, but probably should not have been, were mainly certain antidepressants and anti-anxiety drugs. (Globe and Mail, Wednesday, August 11, 2004, page A11)



Networks seek okay for drug ads on TV Canada's TV networks are hoping that the federal government will soon lift the restrictions on drug advertising by "the free-spending prescription drug industry." However, they apparently do not expect this to happen until a majority government is formed. (Toronto Star, Thursday, September 16, 2004, page C1)

Teaching physicians to treat body and soul "An American movement to encourage physicians to integrate the spiritual or world view of their patients into treatment has grown rapidly over the past few years and now has its first home in Canada at the University of Saskatchewan department of psychiatry." Psychiatrist Dr. Marilyn Baetz has received a \$30,000 award for the program that she has developed. 122 U.S. medical schools have developed programs for teaching spirituality to medical students, interns and residents. The movement tries to take the patient's spiritual views or world view into account in treatment, whether the patient adheres to a formal religion, is secular or atheist. (Article by Marvin Ross, Toronto Star, Sunday, September 5, 2004, page F7)

Addictions Newsbytes



Taxing the weak and hopeless An article on the comment page by Margaret Wente in the August 14th edition of the Globe and Mail (page A15) was highly critical of slot machines, part of the gambling industry which contributed more than \$4 billion to the Ontario government last year. She wrote that slot machines "are deliberately designed to prey on people's ignorance and weakness and suck them in to spending more money than they planned, a nickel or a \$20 bill at a time. Their purpose is to turn people into addicts....I call it the most regressive tax ever devised."

Verdict still out on safe haven for addicts Vancouver's safe-injection site, the only place in North America where it is legal to shoot heroin, is now nearly one year old. However, there is still no universally accepted verdict as to whether the site should continue or not. This feature article by Jane Armstrong tries to give people's opinions for both sides. (Globe and Mail, Monday, September 20, 2004, page A7)

Newsbytes was compiled by Glen Dewar, Information Consultant at Community Resources Consultants of Toronto (CRCT).

ANNOUNCEMENTS

Inclusion of an announcement is NOT endorsement of the views of any organization or individual.

Mental Illness Awareness Week is October 4-10, 2004. It is coordinated by the Canadian Alliance on Mental Health, with support from all of its member organizations. Visit www.miaaw-ssmm.ca & take their mental health literacy survey.

The Scarborough Wellness Project is a wellness based RECOVERY project being developed by consumer/survivors and supported by CRCT, Community Progress and Westhill Community Services. We believe that all people who experience mental health issues can and do recover. Come and join us the 1st and 3rd Wednesday of every month to: learn about recovery through guest speakers and videos, meet new people and have fun. This project begins on October 6th, and we are located at Scarborough Village Community Centre (north/east corner of Markham and Kingston Rd). For further information call 416 482-4103 ext. 388

Dufferin Mall Employment Resource Centre invites you to sign up to receive their free monthly DERC E-Newsletter full of useful information about their services, job search tips, special events & more. They will also send you their calendar of events...The E-newsletter is being sent to over 4,223 subscribers including job seekers & organizations. What are you waiting for? SUBSCRIBE NOW!!! <http://www.derc.ca/dmerc/enewsletter/signup/ewesttest.htm>

Making Gains in Mental Health & Addictions: Knowledge, Integration, Action Be part of Canada's most important mental health & addictions conference. From October 3 to October 6, 2004 four of the leading organizations in mental health, addictions & substance abuse in Ontario will be hosting a major conference to be held at the Hilton Toronto Hotel. The conference will be an opportunity for researchers, primary care practitioners, mental health & addictions professionals, public educators, physicians, policy makers & analysts, political decision makers, community organizations, consumer groups, family members, service providers & volunteers to meet like-minded participants & learn about the most up-to-date issues affecting mental health & addictions today. For full Conference Program, Online Registration & Accommodation information, please visit www.makinggains.ca

Community Board Members Wanted A-Way Express is a Community Economic Development (CED) and C/S operated courier service in Toronto. We provide meaningful employment to individuals with mental illness that strive for personal and professional growth. We require people with business, accounting/financial and/or marketing expertise to serve on our Board of Directors. People with familiarity of mental health issues are preferred but not essential. Please apply by November 2, 2004 to Stephanie Lafratta at attarfal@sympatico.ca

Fitness For Consumer/Survivors Run or walk on Sunday mornings at 10:00am with other consumer/survivors. Meet at the Riverdale Perk Cafe (633 Logan Ave.). Recently, this group that encourages Consumer/Survivors to lead an active lifestyle was formed. The name of this group is Physical Activities for Consumer/Survivors or PhACS. The purpose is to promote wellness through fitness. For Consumer/Survivors who may have been sedentary, PhACS adds a new dimension to their lives. Currently the activities include running & walking; but there are plans to expand into other fitness activities. PhACS is a self-improvement group that strives to improve health & lifestyle. As a group you encourage each other, learn from each other & strive to meet your fitness goals together. PhACS is a great example of Consumer/Survivors recognizing a need, getting organized & doing something about it. PhACS is also producing a media package & website. This group is funded in part by Accent on Ability. For more info call 416-604-6973. This group is **FREE**. They provide some funds for TTC fares, refreshments, race fees & if required, running shoes.

Mutual Aid Initiative (MAI) Call for participation of Consumer/Survivors & family members. MAI offers a unique environment for peer-support & peer counseling & is oriented towards the development of a support network & friendships. It is developed to meet the strong need of Consumer/Survivors to share their concerns, thoughts, emotions, problems, to see how others tackle similar situations, & get support in achieving their health, social & employment goals. Telephone support can be arranged. Please contact Peter at the Institute of Alternative Medicine tel. (416) 533-0826.

Assertiveness Training Do you get frustrated when people don't understand you? Do you wish you could express your opinion without getting upset? Learn the difference between passive, aggressive and assertive behaviour. Tuesday and Thursday afternoons: October 19, 21, 26, 28, November 2 and November 4, 2004. For more info call Nora Dobell or Tim Nourse at (416) 964-9095.

Understand Me, Hear Me, Support Me: What Young Women Want Families and Service Providers to Know About Depression is a forum that will take place on October 13, 2004 at the Centre for Addiction and Mental Health. This forum is a part of **“There is Help...There is Hope”**, which is a series of regular forums offering a greater understanding of emerging mental health and addiction issues, treatments and healthy living strategies. For more info call (416) 535-8501, extension 4553.

Painting and Drawing Classes Fall classes start on Sat., Oct. 9, 2004 from 2pm-4:30pm. Please call Trinity Recreation Centre (Queen St. W. of Bathurst St.) at 155 Crawford St. These classes are geared to Consumer/Survivors who are comfortable with the general public. Supportive atmosphere. Wheelchair accessible. Free under the "Welcome Policy" to those on disability supports, or \$63/9 weeks. Supplies provided. Registration is required. Registration starts September 15, '04. Call (416) 392-0743.



Borderline Personality Treatment Study. Participants needed! Inclusion Criteria: A diagnosis of Borderline Personality Disorder, age 18-60, a willingness to complete interviews & questionnaires & a willingness to engage in 1 year of treatment. Exclusion Criteria: A serious medical condition that may require hospitalization & a current psychotic disorder. For more information please contact: Eleanor Liu (Research Analyst), Centre for Addiction & Mental Health 33 Russell St. Toronto, M5S 2S1 tel. (416) 535-8501 ext. 6281 **Financial compensation provided.**

Research Participants Wanted Do you have a diagnosis of Schizophrenia? Were you on stable medication in the last 6 weeks? Are you interested in participating in an imaging study? We are looking for patients with schizophrenia on stable medication for 6 weeks that do not abuse alcohol or drugs. We are studying the reaction of the brain to loud sounds & money. **Financial compensation provided.** For more info or to register call Dr. Savina at tel.(416) 535-8501 ext.6412

The Toronto Region ODSP Action Coalition sponsors The Recipients' Support Group. The group will be meeting on October 18, 2004 from 1:30pm – 3:00pm. The group takes place at Queen West Community Health Centre, at 168 Bathurst Street (Queen & Bathurst) on the 1st floor, program room A. If you are presently receiving ODSP or Ontario Works and have applied to ODSP, you are welcome to the group! If you have any questions please phone (416) 441-1764, ext#31 or e-mail torontodisabilityaction@yahoo.ca. The Queen West Health Centre is Wheelchair accessible.

Scarborough Women's Centre Fall 2004 schedule runs through September to December. Many programs are **Free**. Programs/Workshops include The Economic Self sufficiency program, Stop Procrastinating, Take Action, Introduction to Family Law, and Healing Through Journaling as well as many other programs and workshops. You can register for a program or workshop by phone at (416) 439-7111, by mail at address 2100 Ellesmere Rd, Suite 245, Scarborough, Ontario, M1H 3B7, by walk in (Mon–Thurs 9 am – 4 pm) or by e-mail at officemanager@scarboroughwomenscentre.ca. Women of limited income are welcome to request a subsidy, but there is a limited number of subsidies available for each program, so please arrange early. All programs and workshops are held at the Centre unless otherwise noted. You must register to ensure your place. If you have any special needs or a disability we should consider, please let us know. Please call to cancel if after registering you find you cannot attend. Call the Scarborough Women's Centre at (416) 439-7111 for more info. They are located at 2100 Ellesmere Rd, Suite 245, Scarborough, Ontario, M1H 3B7. Fax: 416-439-6999. Website: www.scarboroughwomenscentre.ca. Email: officemanager@scarboroughwomenscentre.ca

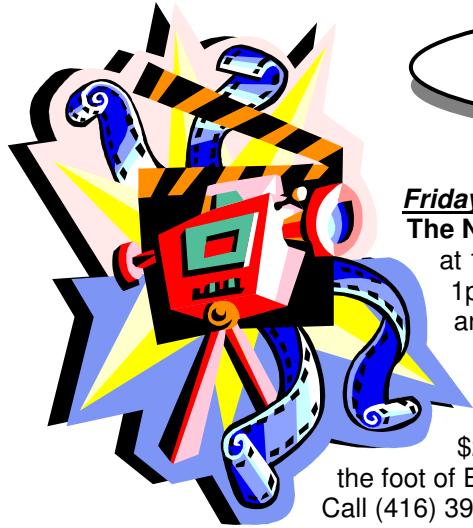
WCREC Women's Counselling Referral and Education is offering a Facilitator Training Program (FTP). The training focuses on learning and developing skills in group process, group dynamics, facilitation, conflict resolution, and more. Participants will be women who have been part of a support or self-help group and want to run a group in their own community, women who have just started to run groups, or women planning to run groups in the near future. Eligibility for this program includes: women that are residents of Toronto who are interested in running self help groups for vulnerable, marginalized communities, Consumers/Survivors who themselves are from marginalized and vulnerable communities are encouraged to apply, commitment to using and delivering a self help group using an Integrative Feminist Anti-Racism/Anti-Oppression Framework, and a willingness to list self help group with WCREC for referrals and community resources. This program will take place at 489 College St. (College and Bathurst), in Room 302 on Fridays from 10pm – 4pm, October 24 – December 10, '04. For an application form or more info. call (416) 534-8458, ext. 231.

The Family Council at CAMH invites you to attend their 3rd AGM on Tuesday, October, 26th from 6pm – 8pm at 1001 Queen St. W., 1st floor, Training Rooms A & B. Their Guest Speaker will be Dr. Zindel Segal, Head of the Cognitive Behaviour Therapy Unit at CAMH. The Topic: "Mindfulness Meditation: Helping Families Cope in Troubled Times". Light refreshments will be served from 5:30 pm.

Family Forum: A Discussion about how CAMH works with families. The Family Council and CAMH would like to invite family members to discuss improving the way CAMH works with the diverse families of people with mental health and addiction concerns. It will take place on October 18th, 7pm-9pm at 33 Russell Street., in the Meeting Centre. Light refreshments will be provided. If you have any questions please call Betty Miller of the Family Council at (416) 535-8501, ext. 6499.



CAMH is offering a workshop for Family Members and Support People: "What to expect in Early Recovery". This workshop will be held on Thursday, October 7th, 2004 in the Main Lounge at the Brentcliffe Road Site of CAMH at 175 Brentcliffe Rd. (near Leslie and Eglinton). For more info call Linda Tait at (416) 535-8501, ext. 7065.



Free & Low Cost Activities

Friday, October 1

The National Film Board of Canada – MediaTech Over 100 films to choose from. Located at 150 John St. at the corner of Richmond and John St. Hours: Mondays and Tuesdays 1pm-7pm, Wednesdays 10pm-7pm, Thursdays, Fridays and Saturdays 10am-10pm, and Sundays 12pm-5pm. **Free.** (416) 973-5344

Toronto Island Park Centre Island, Ward's Island, and Hanlan's Point.

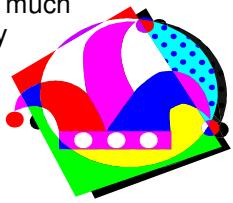
Fares (Include Return): Adults \$6, Students/Seniors \$3.50, children under 14 \$2.50, and children under 2 yrs. are **Free**. The Toronto Ferry Docks is located at the foot of Bay Street and Queens Quay, just west of the Westin Harbour Castle Hotel. Call (416) 392-8188 for more info.

Saturday, October 2

Theatresports If you're looking to learn about improv, come to **free** public drop-in workshops every Saturday at 5pm and 7pm at Bad Dog Theatre, located at 138 Danforth. For more info call (416) 491-3115.

Sunday, October 3

High Park Harvest Festival from 12pm to 4:30pm. In celebration of the Harvest we have arranged for lots of activities for all ages at Colborne Lodge and the Children's Garden! Take a horse and wagon ride from the Grenadier Café, then participate in storytelling, face painting, historic tours, nature and garden crafts, pumpkin carving, and so much more! Visit the marketplace for foods, crafts and community displays. This event is organized by the City of Toronto Culture Division, Toronto Parks and Recreation, High Park Children's Garden and the High Park Community Advisory Council. Admission to the grounds is **free**. Some activity fees apply. Special admission to Colborne Lodge is just \$2. For more info call (416) 392-6916.



Monday, October 4

Berkeley Street theatres at 26 Berkeley St. are pwyc on Monday nights. For more info call (416) 368-3110.

Redpath Sugar Museum 95 Queen's Quay E. Open Monday to Friday from 10am to 12pm and 1pm to 3:30 PM Learn all that you ever wanted to know about sugar at this informative location. Admission is **Free**. Calling first is recommended. Tel. (416) 366-3561.

Tuesday, October 5

Yuk Yuk's Downtown on 'Amateur Night' \$2 gets you into their 'Toonie Tuesdays' show, located at 224 Richmond West. For more info call (416) 967-6425.

Bata Shoe Museum **Free** admission on the first Tuesday of every month. For more info call (416) 979-7799.

Gibson House Museum 5172 Yonge St. Toronto. Open Tuesday to Friday 9:30am to 4:30pm and Weekends and Holidays from 12pm to 5pm. Take a tour lead by costumed guides and take a step into the past. Admission is \$2.75 for adults, \$2.25 for seniors and students, \$1.75 for children. Call (416) 395-7432 for additional info.



Wednesday, October 6

Art Gallery of Ontario Wednesday evenings are **Free** for everyone, from 6pm to 8:30pm. Surcharged exhibitions and ticketed events excepted, located at 317 Dundas Street West, at the corner of Dundas and McCaul. Call (416) 979-6642 for more info.

Thursday, October 7

Farmer's Market Every Thursday until October 21st, 2004 from 8am - 2pm. Ontario fresh local produce and baked goods. **Free**. Call (905) 985-7493 for more info.



Friday, October 8

Comedy On The Danforth is **free** on Friday nights at Timothy's at 320 Danforth. For more info call (416) 461-2668.

Royal Ontario Museum Friday Nights from 4:30pm to 9:30pm are **Free**. ROM is at 100 Queen's Park, Toronto, Ontario M5S 2C6. Call (416) 586-5549 for more info.

Saturday October 9

Second City has a **free** Saturday late-night improv set, right after the Mainstage Show at around 12:15 am. They are located at 56 Blue Jays Way. For more info call (416) 343-0011.

Bloor Cinema at 506 Bloor West, has programming that ranges from second-run mainstream to indie festivals, student screenings and alternative one-offs. Tickets are a mere \$4.25, with a \$3 membership. For more info call (416) 516-2330.

Sunday, October 10

Riffin' At The Griffin is a weekly show at the **Yellow Griffin** that features an impressive lineup of improv, sketch and stand-up each Sunday. The Yellow Griffin is located at 2202 Bloor St. W. For more info call (416) 763-3365. **Free**.

Theatres that go Pay What You Can (pwyc) on Sundays during matinees include:

Buddies in Bad Times is located at 12 Alexander. Matinees are pwyc. Call (416) 975-8555.

The Factory is located at 125 Bathurst St. Matinees are pwyc. For more info call (416) 504-9971.

The Tarragon is located at 30 Bridgeman. Matinees are pwyc. For more info call (416) 531-1827.

Theatre Passe Muraille is located at 16 Ryerson. Matinees are pwyc. For more info call (416) 504-7529.

Matinee performances are usually around 2pm or 2:30 pm. Call first to confirm the exact time.



Monday, October 11

The Toronto Police Museum Museum hours are Mondays – Fridays, from 10am-4:30pm. They are located at 40 College Street. **Free**. Please call in advance. Call (416) 808-2222 for more info.



Tuesday, October 12

Rainbow Cinemas \$4.25 /movie all day on Tuesdays at 3 different locations:

Fairview Mall, Willowdale, 1800 Sheppard Ave E. Tel. (416) 494-6848,

Market Square 80 Front Street E. at Jarvis, Toronto. Tel. (416) 214-7006, and

The Promenade, 1 Promenade Circle, Promenade Mall, Lower Level. Tel. (905) 886-7464

Wednesday, October 13

High Park Discovery Walk A self-guided walk that links city ravines, parks gardens, and beaches.

Free. On these walks you will enjoy nature, and during the warmer weather, see the many beautiful floral gardens. All you have to do is follow the signs! a good start and end point is the High Park subway station. After leaving the station, the route leads you along the Western Beaches Boardwalk, the Sunnyside Bathing Pavillion, and the Humber Bike/Pedestrian Bridge. Finally, you can explore Rennie Park Ravine and the Swansea neighbourhood, before returning to High Park and the subway station.



Thursday, October 14

The Toronto Music Garden Tour Self guided tours. **Free**. 475 Queens Quay West. Call (416) 973-4000 for more info.

Friday, October 15

The Town Hall theatre at U of T's Innis College, located at 2 Sussex offers an eclectic cinematic selection in its **Free** Film Fridays every Friday at 7pm throughout the school year. For more info visit www.utoronto.ca/fff.

Job Postings



The Ontario Council of Alternative Businesses & Parkdale Green Thumb Enterprises are hiring two leaders to work within our psychiatric Consumer/Survivor run landscaping & gardening business, located in Parkdale.



Site Supervisor Manager

This position is responsible for the coaching, skills training and leadership development of employees engaged in horticultural work as well as day-to-day management of our streetscape and horticultural contracts, ensuring efficient, beautified and safe customer environments.

Qualifications include:

- Progressive experience, preferably a minimum of two years, working in a horticultural environment
- Demonstrated supervisory experience.
- Ability to work independently and within a team
- Lived experience and applied understanding of the psychiatric Consumer/Survivor community, its challenges and opportunities
- Strong communication, administrative and organizational skills



Business Developer

This position is responsible for developing business opportunities, marketing, and increasing sales revenues.

Qualifications include:

- Progressive experience, preferably a minimum of two years, working in a business environment
- Excellent Customer Service & networking skills
- Knowledge of horticulture
- Ability to work independently and within a team
- Lived experience and applied understanding of the psychiatric Consumer/Survivor community, its challenges and opportunities
- Strong communication, administration and organizational skills

These are full time, year round, unionized, contract positions with strong possibilities for renewal. \$35,000 per year plus benefits.

Submit resume indicating the position applied for to:

PGTE Hiring Committee 1499 Queen St. W., Suite #203, Toronto, Ontario M6R 1A3

FAX: 416-537-1810

E-mail in Word form to: ocab@on.aibn.com

Applications must be received by 5:00 pm, October 8, 2004

If you are not already receiving *THE BULLETIN* regularly, you can receive it FREE via mail or e-mail csinfo@camh.net C/S Info Centre, Tel. (416) 595-2882 or (416) 595-1205 Fax (416) 595-0291. The Bulletin will be published on the 1st and 15th of each month. Please send announcements and job postings as far in advance as possible.
