

MANICOUAGAN



GUIDE 8

COMMON VALUES AND INTEGRATION

Manicouagan is one of those spaces that stands naturally apart from the rest. Those unspoiled lands where opportunities abound. Those Côte-Nord regions where the warmth of the people, as much as the beauty of the landscape, takes your breath away.

Here, the feeling of immensity is intertwined with a true culture of proximity. In Manicouagan, dynamism and enthusiasm go hand in hand with the philosophy of living in the present and making the most of every moment.

Choosing to live in Manicouagan means contributing to the bright future of the territory, all while achieving self-accomplishment.

As a newcomer, this guide is for you. It was created to help you settle and integrate into Manicouagan. In it, you will find plenty of practical information on the resources and services available.

WELCOME HOME!

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Please do not hesitate to write to us at info@mrcmanicouagan.qc.ca to let us know about any changes that may have occurred since the writing of this guide.

LAND ACKNOWLEDGMENT

The Manicouagan municipalities are located on Nitassinan, the traditional unceded territory of the Innu people. In a spirit of friendship and solidarity, the municipalities acknowledge and honour the First Nations for the important contributions they made and continue to make to this territory.

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COMMON VALUES AND INTEGRATION

Integrating into a new country and culture is a challenge. Learning the values of the host society helps newcomers better understand the culture of their new home. Values guide our personal and collective actions. They represent ways of being and acting that society deems desirable. In this guide, we present the common values that guide Quebecers in their actions.

WHAT ARE QUÉBEC VALUES?

All Quebecers are equal in worth and dignity and possess rights and freedoms recognized by the Charter of Human Rights and Freedoms. It is their responsibility to respect the values laid forth in the Charter. Québec's vision of immigrant integration is based on the principle of shared commitment. Integration is thus seen as a responsibility for both the immigrant and for Québec society as a whole.

- 1 Québec is a francophone society.
- 2 Québec is a democratic society.
- 3 Québec is a society that promotes equality between men and women.
- 4 Québec is a society where all people are equal in worth and dignity.
- 5 Québec is a province with secular institutions.

MANICOUAGAN VALUES

HUMAN ENGAGEMENT

We have always strived to be generous and to help one another—these two values come naturally to us. Our community is built on solidarity and the concern for the well-being of others.

FREEDOM TO BUILD

Our wide-open spaces and ingenuity inspire a spirit of freedom and an entrepreneurial vision. Our sense of community enables the people who live here to build the future with passion and to easily find a place where they feel at home.

ENVIRONMENTAL RESPONSIBILITY

Our economic landscape is shaped by responsible industry leaders. Our natural resources are treasures that we intend to preserve in the long term.

NATURAL AUDACITY

A natural pioneer, Manicouagan is the economic hub of the Côte-Nord where a spirit of audacity permeates every one of our efforts, whether they are civic, economic or tourism-related.

EMBRACING OUR IDENTITY

Our heritage, the fruit of the harmonious intermingling of all the cultures that make up the territory's identity, is a common good shared with all those who want to live the authentic Manicouagan experience.

HOST COMMUNITY AND NEWCOMER: A SHARED RESPONSIBILITY

Leaving your roots behind requires courage. Discovering your host country will provoke a range of mostly positive emotions, but it may also come with challenges. To fully participate and integrate in Québec's society, it is important to learn about Québec's history, culture, common values, traditions, and laws.

YOU ARE NOT ALONE!

Your successful integration does not only depend on you. Québec society also has the responsibility to offer inclusive and adapted services, promote cultural diversity, and adopt best practices to welcome and integrate newcomers.

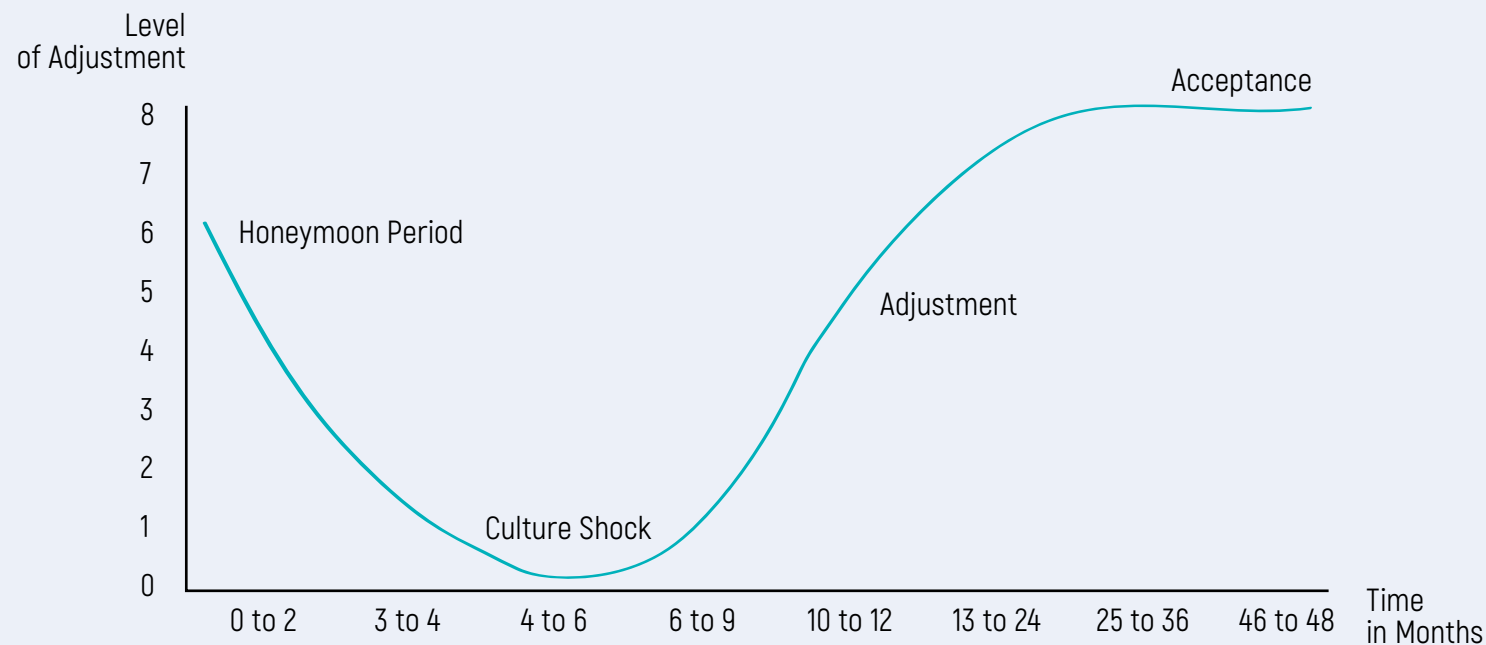


ADJUSTMENT PROCESS

When you arrive in Québec, you may discover that people do things or think differently than where you are from. At first, you may feel unsettled. That is normal. With time, people usually adapt to their new reality and even start to feel at ease.

ADJUSTMENT STAGES

You may go through the different adjustment stages several times; you may also not experience every stage.



1 HONEYMOON PERIOD

When you arrive in a new country or environment, you often feel happy and euphoric. It is an exciting period; you have a positive attitude and are eager to explore.

2 CULTURE SHOCK

Culture shock typically happens after a few weeks or months spent in your new environment. The different ways of doing things, the climate, the isolation, the values, or language barriers can be difficult. The duration and intensity of the shock vary from person to person. Symptoms can be physical (loss of appetite or sleep, aches and pains, etc.) or psychological (stress, depression, irritability, mood swings, nostalgia, boredom, etc.). It is important to know that this stage is temporary. Most people feel better with time. Contact the support organizations in your community to discuss your situation and get help. Participate in activities to build a social network and avoid isolating yourself.

3 ADJUSTMENT

Adjustment is gradual and may take time. It is during this stage that people begin to accept and acclimatize to the new culture, people, and values. This is an adjustment phase where you start to feel more confident in your communication, social relationships, and workplace.

4 ACCEPTANCE

This is a continuation of the adjustment stage. In addition to understanding and accepting social norms, you start to master and practise them without thinking. You feel just as comfortable in your adopted culture as in your native one. You even start to appreciate what your new culture brings you, instead of just tolerating it. You begin to integrate it into your identity and find balance and comfort between the values of your home country and host country.



A FEW STRATEGIES

BE HONEST AND ADMIT YOUR DIFFICULTIES

Admitting that you feel uncomfortable, tense, or confused is not a sign of weakness.

TAKE CARE OF YOURSELF

To better manage stress, it is critical to sleep well, eat well, exercise regularly, and maintain healthy relationships.

GET OUT AND EXPLORE

Put on your “tourist hat” and discover the beauties of the country.

SOCIALIZE WITH LOCALS AND OTHER NEWCOMERS

Avoid isolation: go out, meet people, and participate in activities.

BE CURIOUS

Read and learn about your adopted region as much as you can.

BE TOLERANT, OPEN-MINDED, AND FLEXIBLE

Avoid making hasty judgments.

SHARE

Talk about your experience with someone who has adjusted to a new culture or keep a diary.

BE PATIENT WITH YOURSELF AND OTHERS

Remember that adapting to change is a gradual process that does not happen overnight. Adaptation requires adjusting everyday behaviours and emotional reactions. It also involves a lot of learning. You may just discover new skills you did not know you had.



If you are an immigrant, consult the [Immigrating in Manicouagan](#) guide.

QUÉBEC'S CHARTER OF HUMAN RIGHTS AND FREEDOMS

THE RIGHT TO EQUALITY AND NON-DISCRIMINATION

Québec's Charter of Human Rights and Freedoms applies to all people in Québec. It prohibits discrimination between people on the grounds of:

- Ethnocultural or or national origin
- Skin colour
- Sex
- Sexual orientation
- Religion
- Political convictions
- Language
- Pregnancy
- Civil status
- Age
- Social condition
(the status you have in society based on your income, profession, or education)
- Disability

CHARTER APPLICATION EXAMPLES:

- Access to housing cannot be denied based on a person's ethnic origin.
- Discrimination is prohibited in job applications, the hiring process, or employment conditions.
- Homosexual people have the same rights and responsibilities as other citizens.
- Police officers must obey the same laws as other citizens.



For more information, consult the Charter of Human Rights and Freedoms: www.legisquebec.gouv.qc.ca/en/document/cs/C-12

FILE A COMPLAINT

Do you think your rights are not respected? Contact the Commission des droits de la personne et des droits de la jeunesse to know if you can file a complaint.

www.cdpcj.qc.ca
1-800-361-6477

WOMEN AND MEN HAVE THE SAME RIGHTS

Women and men are equal in Québec. They have the same rights and obligations. Women can exercise the trade or profession of their choice. They are present in decision-making positions. A female worker must receive the same salary as a male worker when their jobs, although different, are of equivalent value within the company.

ROMANTIC RELATIONSHIPS IN QUÉBEC

- Two people can be in a romantic relationship without being married. After one year living together, they are regarded as common-law spouses.
- Married people have the right to get divorced if their relationship is no longer harmonious.
- Separated or divorced people with children often get together with another partner. They then form what is known as a blended family.
- Same-sex marriage has been legal throughout Canada since 2005.

SEXUAL RELATIONSHIPS

Women and men are also equal in a relationship. **Each partner must consent to a sexual activity, even if they are married or living together.**

Sexual consent is the agreement a person gives to their partner to participate in a sexual act. Respect goes hand in hand with consent: when you respect someone, you ask for their opinion and you respect it.

Consent must be given voluntarily; this means it must be freely given and it must be an informed choice. If a person refuses to participate in a sexual activity and is forced to do so, this is considered sexual violence. Sexual violence is a crime, regardless of the relationship between perpetrator and victim.

NOT RESISTING DOES NOT EQUAL CONSENT

To give their consent, a person must have complete freedom to respond, and that response must be accepted, whether it is consistent with the other person's desired outcome. In all cases, the absence of clear consent means refusal.

Consent must be clear, given freely, and enthusiastic. For example, a person who is unconscious, intoxicated, or asleep cannot consent to anything. Consent can also be withdrawn at any time, even during the sexual act.



GOOD TO KNOW

Purchasing sexual services has been illegal in Canada since 2014. Whether you pay with money, food, accommodations, or gifts, it is always illegal, even if the person is over 18 years of age.

SEXUAL CONSENT BETWEEN TEENAGERS

Teenagers can consent to sexual activities. However, their consent is considered invalid if they are too young to consent or if they are in a position of vulnerability with respect to the partner. Teenagers under the age of 16 can generally consent to sexual activity if their partner is about the same age.



CONTACT INFORMATION

**Lumière Boréale
CALACS Baie-Comeau**

Sexual assault centre and support services for women and teenagers aged 14 and older.
www.lumiereboreale.qc.ca
418-589-1714

The older partner could be charged with a crime if the age difference exceeds what is allowed by law, even if the younger partner agrees and even if the parents agree to the relationship.

Teenagers under 18 cannot give valid consent if they are in a position of weakness or vulnerability in the relationship, even if they agree to the relationship.

It is illegal to have sexual relations with a minor if one of the two partners is of legal age, even with consent. This is considered pedophilia and can have criminal consequences.

PARTNER AGE DIFFERENCE MUST COMPLY WITH THE LAW

AGE OF YOUNGER PARTNER	AGE DIFFERENCE ALLOWED
Under 12	Consent is never valid
12 to 13	Less than 2 years
14 to 15	Less than 5 years



For more information, visit:

<https://educaloi.qc.ca/en/capsules/age-of-consent-to-sexual-activities>

INCEST

Incest (i.e., sexual relations between close relatives) is also illegal in Canada, whether between sisters and brothers, parents and children, or cousins.

For example:

BROTHER + SISTER = **ILLEGAL**

PARENT + CHILD = **ILLEGAL**

DOMESTIC VIOLENCE

Domestic violence is not only physical. All types of violence—physical, verbal, economic, psychological, or sexual—are unacceptable. Controlling the comings and goings of someone, monitoring their telephone use, humiliating them, or controlling their finances are also types of violence.

If you witness or experience violence, call 911 or visit a community organization for victims of violence.

The Criminal Code of Canada prohibits the use of force against a spouse. This is considered assault. Attempting or threatening to use force is also a crime, and harassment (texting, calling, stalking, etc.) can be a crime and punishable by law.

If a police officer notices that an assault took place in a domestic situation, they can arrest the suspect even if the victim does not press charges. Violence against children or older adults is also prohibited under the Criminal Code.

What happens if you call the police to report domestic violence? The police will listen to you and take your concerns seriously. The safety of victims is their priority, and they are there to help you.

Police officers are trained to intervene quickly with victims and aggressors. They use effective techniques to secure witnesses and people in distress, to control risky situations, and to subdue a dangerous person.

The police may ask you to tell them what you saw or heard, but reporting domestic violence does not necessarily mean testifying in court. Testimony can be anonymous. It is important to understand, however, that in cases of violence, it may be impossible for the victim to withdraw the complaint, since the charge will be laid by the Crown Prosecutor without the need for testimony.



For more information, visit:
www.violenceconjugale.gouv.qc.ca

RESOURCES

In Manicouagan, there are several support organizations for victims of violence.

Maison des femmes de Baie-Comeau
Emergency support and shelter
for women and children who are victims
of domestic violence
www.maisondesfemmesbc.qc.ca
418-296-4733

CAVAC
Crime victim assistance centre
[www.cavac.qc.ca/en/
contact/reach-a-cavac](http://www.cavac.qc.ca/en/contact/reach-a-cavac)
418-294-8034

Maison Anita-Lebel
Medium-term housing for women
and children who are victims of post-
separation domestic violence
www.maisonanitalebel.org
418-296-4100

Centre des femmes l'Étincelle
Listening and support services for women
who are victims of domestic violence or sexual assault
www.facebook.com/centrefemmesletincelle
418-589-9366

**Maison Oxygène et Homme Aide
Manicouagan**
Services for men experiencing difficulties,
their loved ones, and health professionals
who work with male clients
www.hommeaidemanicouagan.org
418-589-4277

Centre de justice de proximité Côte-Nord
www.justicedeproximite.qc.ca/en
581-826-0088

SOS Violence conjugale
Free, confidential, and anonymous
24/7 service
www.sosviolenceconjugale.ca/en
1-800-363-9010



CHILDREN'S SAFETY AND EDUCATION

In Canada, parents have parental authority. This means they have the right and duty to care for, protect, and educate their children until they reach the age of 18.

Canada also adheres to the International Convention on the Rights of the Child, which puts forth four fundamental principles:

- Non-discrimination**
- The best interests of the child**
- The right to life, survival, and development**
- Participation**



GOOD TO KNOW

Community organizations for families have professionals on staff who can help parents adopt best practices to educate their children. Activities and workshops are organized, specifically the Espace Parent workshop from the Regroupement Multiculturel Manicouagan where parents can discuss parenting challenges in an immigrant context.

Parents can discipline their children to educate or protect them. However, it is essential that any sort of discipline is done within reason. Parents cannot use unreasonable physical or psychological force (violence) to punish their children.

For example, the following physical punishments are prohibited, regardless of the circumstances:

- Hitting a child with objects such as a belt or ruler
- Punishments that can cause injury
- Slapping or hitting the child on the head or face
- Kicking a child

Psychological violence (belittling, insulting, derogatory comments, etc.) is also unacceptable. It can severely harm a child and destroy their self-esteem.

Situations in which children's safety or development may be compromised should be reported to the Director of Youth Protection. Reports can be made for neglect, or psychological, physical, or sexual abuse.

If you are worried about a child, call the Director of Youth Protection at 418-589-9927. Reports are confidential.



IMPORTANT

Are you having a hard time with your children? Are you exhausted and losing patience? Do not hesitate to ask for advice and tips to exercise your authority with respect and calm. Contact the CISSS Côte-Nord at 418-296-2572.

LEAVING A CHILD ON THEIR OWN

In Canada, the Canada Safety Council advises parents as follows:

- Never leave a child under 10 years of age at home alone.
- Ages 10 to 12: A responsible child may spend one or two hours at home alone, provided there is a responsible adult to help if necessary.
- Over 12 years of age: A child may stay home alone and look after other children (for a maximum of 3 to 4 hours, but not at night).
- Age 16+: A child may stay home alone according to the law.

If you leave a child alone before the ages listed above, you risk consequences with youth protection services. A neighbour may report the situation and youth protection officers could open a file.

Warning! According to the Highway Safety Code, you cannot leave a child under the age of 7 unattended in a road vehicle. Whatever the reason, it is dangerous and you could be fined.



CRIMINAL RECORD

If you are convicted of a crime under the Criminal Code of Canada, you will have a criminal record. The consequences are substantial and include:


- Difficulty finding a job.
- Not being allowed to cross the border into the USA.
- Greater difficulty obtaining temporary or permanent residency or Canadian citizenship.
- Potential suspension or revocation of your immigration status and deportation from Canada.

ALCOHOL

The legal age to buy alcohol in Québec is 18. However, most young people try their first drink before the age of 18. The law does not systematically prohibit minors from drinking alcohol. However, a minor can never buy alcohol. It is up to a teenager's parents to decide if the teenager is allowed to drink alcohol on certain occasions.

IF YOU ARE UNDER 18 , YOU CANNOT...	IF YOU DO...
<ul style="list-style-type: none"> - Buy alcohol for yourself or someone else. - Get an adult to buy you alcohol. - Be in a bar (there are a few exceptions). - Lie about your age (e.g., use a fake ID) to do any of the above. 	<p>You are breaking the law and could be fined.</p>
<ul style="list-style-type: none"> - Accept free alcohol from a retailer or restaurant owner. - Be served alcohol at a restaurant or go through an adult to do this. - Drink alcohol in a restaurant. 	<p>The retailer or restaurant owner is breaking the law and could be fined or lose their liquor licence.</p>

AT ANY AGE , YOU CANNOT...	IF YOU DO...
<ul style="list-style-type: none"> - Drink in a public place (e.g., in a park or on a street), other than during certain events or when the law allows it. - Drink in a car. 	<p>You are breaking the law and could be fined.</p>

 For more information, visit: www.educalcoool.qc.ca

CANNABIS

- The minimum legal age to possess and buy cannabis or to access the premises of the Société québécoise du cannabis (SQDC) is 21.
- Cannabis smoking is prohibited in most public places; consult your local bylaws.
- It is a criminal offence to drive a vehicle or operate machinery while under the influence of cannabis.
- Avoid consuming cannabis with alcohol.

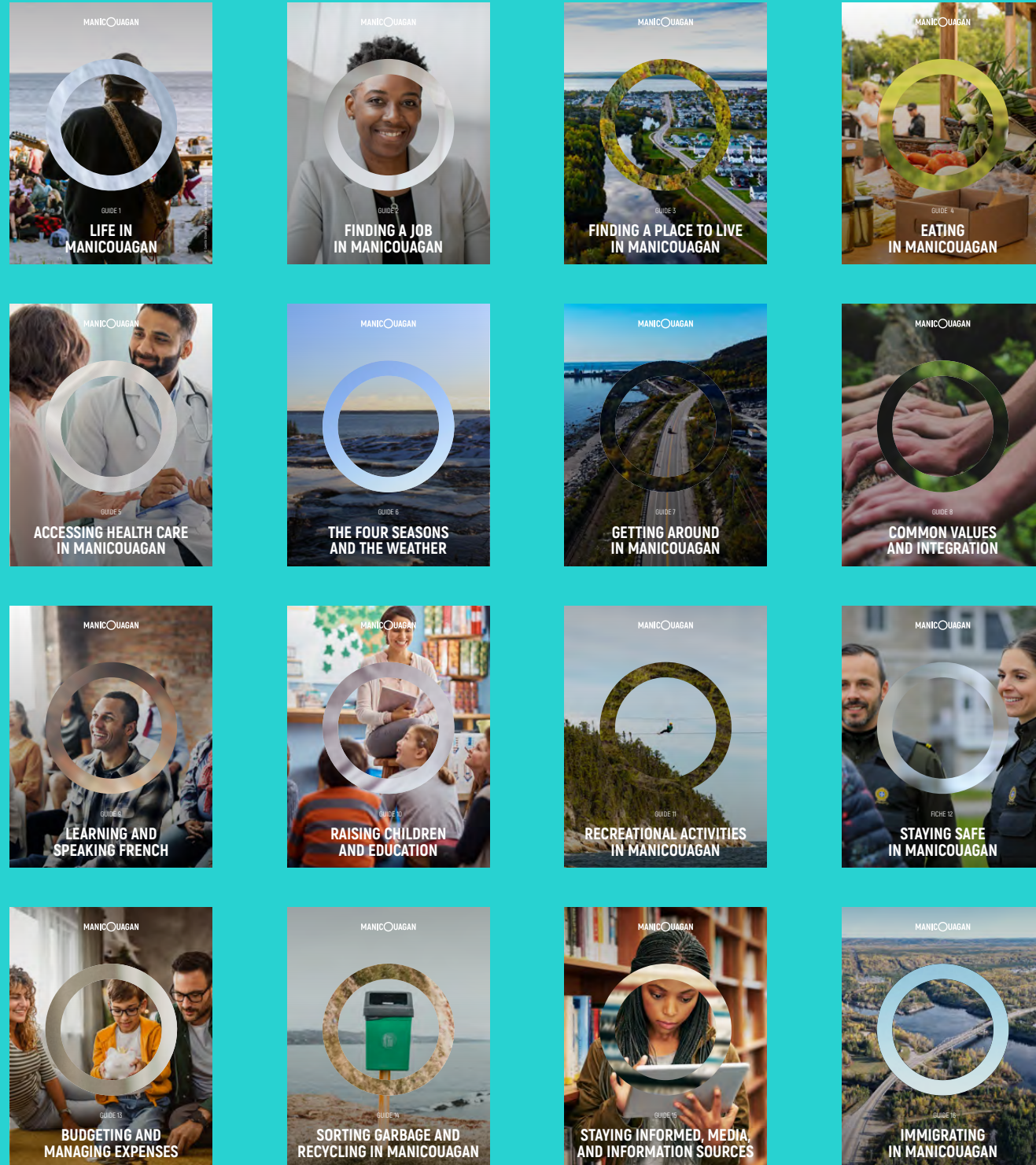


PRACTICAL INFORMATION

Société québécoise du cannabis (SQDC)
www.sqdc.ca/en-CA

Law on cannabis
www.quebec.ca/en/health/advice-and-prevention/alcohol-drugs-gambling/recognizing-drugs-and-their-effects/cannabis

CONSULT THE OTHER GUIDES



THANK YOU TO OUR PARTNERS

The success of this project is a testament of the strength of our collaborative partnership. The Manicouagan RCM would like to thank all its partners and collaborators for their trust and their vital contributions to the project.

WORKING COMMITTEE

An initiative of
 Ville de Baie-Comeau

With the collaboration of



FINANCIAL PARTNERS

Québec 


 municipalité régionale de comté de manitouagan

INNOVATION ET DÉVELOPPEMENT MANICOUAGAN 

Ville de Baie-Comeau 

 CÉGEP DE BAIE-COMEAU

This project is carried out as part of the sectoral agreement that aims to attract new residents and encourage long-term settlement in the Côte-Nord and with the financial support of the following partners: Caniapiscau RCM, Golfe-du-Saint-Laurent RCM, Haute-Côte-Nord RCM, Manicouagan RCM, Minganie RCM, Sept-Rivières RCM, le ministère des Affaires municipales et de l'Habitation, and the Société du Plan Nord.

MANICOUAGAN