



On-line Human Rights Resources

B.C. Human Rights Coalition

Many Human Rights agencies across Canada have developed fact sheets, guides and policies in regards to human rights issues. Plain language publications and guides are for anyone seeking general knowledge about basic human rights concepts, or are useful for those seeking guidance about applying the law in their workplace or elsewhere. Policies, on the other hand, reflect legislative changes to each jurisdiction's law as well as updates due to case law developments. Policies assume a basic knowledge level of human rights law and are useful for those seeking additional information, details, or supporting references. Human resources managers, lawyers, equity professionals and other practitioners will benefit most from these documents.

The following links are provided for informational purposes only. Please keep in mind that where materials are available through sources outside of B.C., they were likely developed and represent an interpretation of that other jurisdiction's human rights legislation only. Variations do exist between the various provincial and federal human rights legislations.

Human Rights – General Information

- **British Columbia**
 - B.C. *Human Rights Code***
Consolidated version of the provincial legislation.
<http://www.ag.gov.bc.ca/human-rights-protection/index.htm>
 - Protection from Discrimination**
An outline of the discriminatory grounds under the B.C. *Human Rights Code*.
<http://www.ag.gov.bc.ca/human-rights-protection/index.htm>
 - Human Rights: Your Rights to Know**
Plain language guide of B.C.'s human rights law and administration system
http://www.bchrcoalition.org/documents/Jan2012_BCHumanRightsbooklet.pdf
- **Canada**
 - Canadian Human Rights Act**
Applies to federally regulated businesses and services that operate in B.C. and across Canada.
<http://laws-lois.justice.gc.ca/PDF/H-6.pdf>
 - What is Discrimination?**
An outline of the discriminatory grounds under the Canadian *Human Rights Act*.
<http://www.chrc-ccdp.ca/discrimination/discrimination-eng.aspx>
 - Overview of the Human Rights Law**
Plain language explanation of the scope and application of both federal and provincial human rights legislations.
<http://www.bchrcoalition.org/files/lawoverview.html>

Human Rights in the Workplace

- **General**

- **Human Rights in BC: Information for Employers**

- General guidelines on employers' rights and obligations with respect to the BC *Human Rights Code*.

- B.C. Ministry of Attorney General

- <http://www.ag.gov.bc.ca/human-rights-protection/pdfs/EmployerInfo.pdf>

- **A Guide to Human Rights for Employers**

- General information for employers.

- Saskatchewan Human Rights Commission

- <http://www.shrc.gov.sk.ca/pdfs/guideforemployersWebversion.pdf>

- **A Guide for Managing the Return to Work**

- A practical guide designed to support managers and supervisors in handling return-to-work situations.

- Canadian Human Rights Commission

- http://www.chrc-ccdp.ca/pdf/gmrw_ggrt_en.pdf

- **An Employer's Guide to the Human Rights Code**

- Prepared to assist employers and individuals in understanding the *Human Rights Code* with reference to employment.

- Newfoundland and Labrador Human Rights Commission

- http://www.justice.gov.nl.ca/hrc/publications/employer_guide.pdf

- **Human Rights at Work**

- Designed to help employers understand and comply with human rights laws.

- Ontario Human Rights Commission

- <http://www.ohrc.on.ca/en/resources/Policies/atwork?page=human-Contents.html>

- **Drug and Alcohol Testing**

- **Policy on Alcohol and Drug Testing**

- Explains the Commission's position on alcohol and drug testing, the rights of people with a previous or existing dependence on drugs and alcohol, and the obligations of employers.

- Canadian Human Rights Commission

- <http://www.chrc-ccdp.ca/pdf/PolDrgAlcEng.pdf>

- **Drug and Alcohol Dependencies in Alberta Workplaces**

- Information sheet detailing the Alberta Human Rights Commission's position on drug and alcohol testing.

- Alberta Human Rights Commission

- http://www.albertahumanrights.ab.ca/DrugAlcoholDependencies_PW.pdf

- **Your Rights: Addiction and Alcohol/Drug Testing**

- Information sheet detailing the PEI Human Rights Commission's position on drug and alcohol testing.

- Prince Edward Island Human Rights Commission

- http://www.gov.pe.ca/photos/original/hrc_drugs_alcho.pdf

- **Policy on Drug & Alcohol Testing**

- Drug and alcohol testing are of particular concern in the workplace, notably for those employers who have safety sensitive operations, and/or that are subject to U.S. regulatory

- Ontario Human Rights Commission

- <http://www.ohrc.on.ca/en/resources/Policies/PolicyDrugAlch/pdf>

requirements (e.g. the trucking industry). For this reason, this Policy focuses on the workplace. However, it applies to other social areas as well.

Guideline on Drug and Alcohol Testing in the Workplace

This guideline seeks to clarify the rights and responsibilities of job applicants, employees and employers in New Brunswick, with respect to employment-related drug and alcohol testing.

New Brunswick Human Rights Commission
<http://www.gnb.ca/hrc-cdp/e/Guideline-on-Drug-and-Alcohol-Testing-in-the-Workplace.pdf>

- **HIV / AIDS**

Policy on HIV / AIDS

Policy on HIV/AIDS-Related Discrimination

This policy clarifies the scope of the *Code's* protection for persons who are or are perceived to be infected with HIV or who have contracted HIV-related illnesses.

Canadian Human Rights Commission
http://www.chrc-ccdp.ca/legislation_policies/aids-en.asp

Ontario Human Rights Commission
<http://www.ohrc.on.ca/en/resources/Policies/PolicyHIVAids/pdf>

Prohibiting Discrimination Based On A.I.D.S. / H.I.V. Infection

A simplified description of provisions under the Manitoba *Human Rights Code*.

Manitoba Human Rights Commission
<http://www.gov.mb.ca/hrc/english/publications/factsheets/aids.html>

HIV/AIDS as an Episodic Disability in the Workplace: A Rights Based Approach to Policy Development and Implementation

Policy and procedure materials for addressing chronic illness and HIV/AIDS in the workplace.

Interagency Coalition on AIDS and Development (ICAD)
http://www.icad-cisd.com/pdf/Final_Environmental_Scan_English.pdf

- **Duty to Accommodate**

A Place for All: A Guide to Creating an Inclusive Workplace

Designed to assist employers in developing accommodation policies and procedures.

Canadian Human Rights Commission
http://www.chrc-ccdp.ca/pdf/chrc_place_for_all.pdf

Duty to Accommodate: Frequently Asked Questions and Answers

This document provides employers, employees and unions with general answers to the questions about "duty to accommodate"

Canadian Human Rights Commission
http://www.chrc-ccdp.ca/pdf/dta_faq_en.pdf

Bona Fide Occupational Requirements and Bona Fide Justifications under the Canadian Human Rights Act

An overview of the Meiorin and Grismer decisions and their implications, and the consequent changes to the Commission's investigation process.

Canadian Human Rights Commission
<http://www.chrc-ccdp.ca/pdf/bfore.pdf>

Policy and Guidelines on Disability and the Duty to Accommodate

Contains the Commission's policy position on disability, accommodation and undue hardship, as well as practical guidance on compliance with the Ontario *Human Rights Code*.

Ontario Human Rights Commission
<http://www.ohrc.on.ca/en/resources/Policies/PolicyDisAccom2/pdf>

Duty to Accommodate: An Interpretive Bulletin

Intended to increase understanding of the duty to accommodate, and assist in the development of effective policies and procedures.

Alberta Human Rights Commission
http://www.albertahumanrights.ab.ca/Bull_DutytoAccom_web.pdf

Guideline on Accommodating Physical and Mental Disability at Work

Guidelines published by the Commission to offer cleared direction to those involved in a process of reasonable accommodation of physical or mental disability in the workplace.

New Brunswick Human Rights Commission
<http://www.gnb.ca/hrc-cdp/e/g/Guideline-on-Accommodating-Disability-at-Work.pdf>

Duty to Accommodate Students with Disabilities in Post-Secondary Educational Institutions

This publication provides information about the duty to accommodate students with physical and mental disabilities so they can participate in post-secondary education.

Alberta Human Rights Commission
http://www.albertahumanrights.ab.ca/Bull_Duty_to_accom_students.pdf

Reasonable Accommodation

Guidelines reflecting the provisions of the Manitoba *Human Rights Code*. They explain the requirements for reasonable accommodation.

Manitoba Human Rights Commission
<http://www.gov.mb.ca/hrc/publications/guidelines/reasonable-accommodation.html>

Guideline on Bona Fide Occupational Qualifications, Bona Fide Qualifications and the Duty to Accommodate

This guideline embodies the Commission's interpretation of the *Human Rights Code*.

New Brunswick Human Rights Commission
<http://www.gnb.ca/hrc-cdp/e/g/Guideline-BFOQs-BFQs-Duty-Accommodate-New-Brunswick.pdf>

- Policy on Employment-Related Medical Information**
Intended to assist applicants, employees and employers to understand their rights and responsibilities regarding employment-related medical information.
- **Pregnancy and Human Rights**

 - Pregnancy & Breastfeeding: Your Rights & Responsibilities**
Information produced by the Ontario Human Rights Commission on discrimination based on pregnancy.
 - Policy on Discrimination Because of Pregnancy and Breastfeeding**
This policy statement contains the Commission's interpretation of provisions of the Ontario *Human Rights Code* relating to discrimination because of pregnancy and breastfeeding.
 - Rights & Responsibilities Related to Pregnancy, Childbirth & Adoption**
This interpretive bulletin explains the provisions of Alberta's human rights legislation, as it relates to pregnancy and childbirth; leave due to pregnancy and childbirth; breastfeeding; and parental leave. It also discusses aspects of provincial employment standards legislation and federal employment insurance.
 - Parents and Pregnant Women**
Guidelines on protections from discrimination on the basis of pregnancy and marital and/or family status in employment, housing and services under The Human Rights Code (Manitoba)
 - Guideline on Pregnancy Discrimination**
This policy statement embodies the New Brunswick Human Rights Commission's interpretation of the New Brunswick *Human Rights Code* related to pregnancy discrimination.
 - Pregnancy and Maternity Leave**
Information sheet.
- Ontario Human Rights Commission
<http://www.ohrc.on.ca/en/resources/Policies/PolicyEmpMed?page=medical-Contents.html>
- Ontario Human Rights Commission
<http://www.ohrc.on.ca/en/issues/pregnancy>
- Ontario Human Rights Commission
<http://www.ohrc.on.ca/en/resources/Policies/PolicyPregBreastfeedEN/pdf>
- Alberta Human Rights Commission
http://www.albertahumanrights.ab.ca/Bull_pregnancy.pdf
- Manitoba Human Rights Commission
http://www.gov.mb.ca/hrc/publications/guidelines/parents_and_pregnant_women.html
- New Brunswick Human Rights Commission
<http://www.gnb.ca/hrc-cdp/e/g/Guideline-on-Pregnancy-Discrimination.pdf>
- Alberta Human Rights Commission
<http://www.albertahumanrights.ab.ca/PregMatLeave.pdf>

- **Hiring and Recruitment**

Human Rights in B.C.: Information for Employers

General guiding principles for recruitment, pre and post hiring inquiries.

B.C. Ministry of Attorney General

<http://www.ag.gov.bc.ca/human-rights-protection/pdfs/EmployerInfo.pdf>

A Guide to Screening and Selection in Employment

Intended primarily to help employers in federally regulated organizations when interviewing and hiring staff.

Canadian Human Rights Commission

<http://www.chrc-ccdp.ca/pdf/screen.pdf>

Hiring? A Human Rights Guide

These guidelines and the sample application form included (Appendix B) illustrate the types of questions that are appropriate on employment application forms and at personal employment interviews. Its purpose is to provide suggestions and guidance to employers in designing their own employment application forms and in conducting interviews that respect human rights laws.

Ontario Human Rights Commission

<http://www.ohrc.on.ca/en/resources/Guides/hiring/pdf>

A Recommended Guide for Pre-employment Inquiries

An information sheet describing recommended and non-recommended pre-employment inquiries.

Alberta Human Rights Commission

<http://www.albertahumanrights.ab.ca/PreEmplInq.pdf>

Pre-Employment Inquiries: Guidelines

Intended to assist employers in the process of recruiting and interviewing prospective employees.

Manitoba Human Rights Commission

http://www.gov.mb.ca/hrc/publications/policy/policy_pre-employment-inquiries.html

Application Forms and Interviews Guide

Employers' Guide to Application Forms and Interviews under the Saskatchewan *Human Rights Code*.

Saskatchewan Human Rights Commission

<http://www.shrc.gov.sk.ca/pdfs/applicationsinterviewsguide.pdf>

- **Developing Human Rights Policies in the Workplace**

Human Rights Policy: Preventing Discrimination in the Workplace

Summary document outlining objectives, goals and steps in developing preventative workplace policies and procedures. A separate two-page checklist is included for a quick review.

B.C. Human Rights Coalition

<http://www.bchrcoalition.org/files/HRPolicyFinal.pdf>

<http://www.bchrcoalition.org/files/HRPolicyChecklist.pdf>

Anti-harassment Policies for the Workplace: An Employer's Guide

Designed to help federally-regulated employers understand what harassment is; how it can happen; what the law says; what appropriate responses to it are; and, how to eliminate or at least minimize it in the workplace.

Canadian Human Rights Commission

http://www.chrc-ccdp.ca/publications/anti_harassment_toc-en.asp

Developing and Implementing Effective Harassment and Sexual Harassment Policies

Information sheet on how to develop and implement an effective workplace policy as the key in preventing harassment.

Alberta Human Rights Commission
<http://www.albertahumanrights.ab.ca/DevImplHarassPolicy.pdf>

Using Mediation to Resolve Human Rights Issues in the Workplace

This paper begins with an overview of the importance of preventing conflict in organizations and the rationale for investing in employee education. This paper also provides an introduction to a variety of dispute resolution process options that are available to resolve human rights-related disputes that arise in organizations.

Alberta Human Rights Commission
<http://www.albertahumanrights.ab.ca/Mediation.pdf>

Guidelines on Developing Human Rights Policies and Procedures

The purpose of this publication is to help organizations develop effective and fair ways to deal with claims of harassment or discrimination that may arise in the workplace.

Ontario Human Rights Commission
<http://www.ohrc.on.ca/en/resources/Policies/gdpp/pdf>

Fact Sheets, Guidelines and Policies on Individual Protected Grounds

• **Age**

Age Discrimination: Your Rights and Responsibilities

Ontario Human Rights Commission
<http://www.ohrc.on.ca/en/issues/age>

Age Discrimination

B.C. Ministry of Attorney General
www.ag.gov.bc.ca/human-rights-protection/index.htm

Policy on Discrimination against Older Persons because of Age

Ontario Human Rights Commission
<http://www.ohrc.on.ca/en/resources/Policies/agepolicyen/pdf>

Discrimination and Age - Human Rights Issues Facing Older Persons in Ontario

The purpose of this Discussion Paper is to identify trends and critical issues related to age, and to make policy and related recommendations to promote the human rights of older persons.

Ontario Human Rights Commission
http://www.ohrc.on.ca/en/resources/discussion_consultation/DissAgeDis crim2/pdf

- **Criminal Conviction** **Your Rights: Criminal Conviction**
Prince Edward Island Human Rights Commission
http://www.gov.pe.ca/photos/original/hrc_criminalcon.pdf

- **Disability** **Discrimination Against Persons with Physical or Mental Disabilities**
B.C. Ministry of Attorney General
<http://www.ag.gov.bc.ca/human-rights-protection/pdfs/DisabilityDiscrimination.pdf>
- Mental or Physical Disabilities and Discrimination**
Alberta Human Rights Commission
<http://www.albertahumanrights.ab.ca/MentalPhysicalDisab.pdf>

- **Family and Marital Status** **Family Status and Marital Status Discrimination**
Alberta Human Rights Commission
<http://www.albertahumanrights.ab.ca/FamilyMaritalStatus.pdf>

- **Harassment** **Harassment**
B.C. Ministry of Attorney General
<http://www.ag.gov.bc.ca/human-rights-protection/pdfs/Harassment.pdf>
- Harassment and the Canadian *Human Rights Act***
Canadian Human Rights Commission
<http://www.chrc-ccdp.ca/pdf/publications/har-chra.pdf>
- Harassment as a Form of Discrimination**
Alberta Human Rights Commission
<http://www.albertahumanrights.ab.ca/HarassFormOfDiscrim.pdf>

- **Political Beliefs** **Your Rights - Political Belief, Affiliation and Activity**
Nova Scotia Human Rights Commission
http://www.gov.ns.ca/humanrights/pubs/HR_politicalbeliefFacts.pdf

- **Race Discrimination & Harassment** **Racial Discrimination**
B.C. Ministry of Attorney General
<http://www.ag.gov.bc.ca/human-rights-protection/pdfs/RaceDiscrimination.pdf>
- Policy and Guidelines on Racism and Racial Discrimination**
Ontario Human Rights Commission
<http://www.ohrc.on.ca/en/resources/Policies/RacismPolicy/pdf>
- Race, Colour, National or Ethnic Origin: Anti-Discrimination Casebook**
Canadian Human Rights Commission
http://www.chrc-ccdp.ca/publications/anti_discrimination_toc-eng.aspx
- Systemic Racism in Employment in Canada**
Canadian Race Relations Foundation
<http://www.crr.ca/divers-files/en/pub/rep/ePubRepSysRacEmpl.pdf>

	Paying the Price: The Human Cost of Racial Profiling Public inquiry into the effects of racial profiling on individuals, families, communities and society as a whole.	Ontario Human Rights Commission http://www.ohrc.on.ca/en/resources/discussion_consultation/RacialProfileReportEN/pdf
	Policy on Discrimination and Language	Ontario Human Rights Commission http://www.ohrc.on.ca/en/resources/Policies/lang/pdf
• Religious Beliefs	Policy on Creed and the Accommodation of Religious Observances	Ontario Human Rights Commission http://www.ohrc.on.ca/en/resources/Policies/PolicyCreedAccomodEN/pdf
• Sex Discrimination	Policy on Discrimination & Harassment Because of Gender Identity	Ontario Human Rights Commission http://www.ohrc.on.ca/en/resources/Policies/PolicyGenderIdent/pdf
	Sexual Discrimination and Harassment	B.C. Ministry of Attorney General http://www.ag.gov.bc.ca/human-rights-protection/pdfs/SexDiscrimination&Harassment.pdf
• Sexual Harassment	Sexual Harassment in Employment	Ontario Human Rights Commission http://www.ohrc.on.ca/en/resources/factsheets/sexharempl/pdf
	Policy on Preventing Sexual Harassment and Gender-Based Harassment	Ontario Human Rights Commission http://www.ohrc.on.ca/en/resources/Policies/PolicySexHarrCommentsENG/pdf
	Sexual Harassment	Alberta Human Rights Commission http://www.albertahumanrights.ab.ca/SexualHarass.pdf
	Sexual Harassment	Saskatchewan Human Rights Commission http://www.shrc.gov.sk.ca/pdfs/sexualharassment-Webversion.pdf
	Sexual Harassment: Rights & Responsibilities	Manitoba Human Rights Commission http://www.gov.mb.ca/hrc/sexualharassment.html
• Sexual Orientation	Discrimination Based on Sexual Orientation	B.C. Ministry of Attorney General http://www.ag.gov.bc.ca/human-rights-protection/pdfs/SexualOrientationDiscrimination.pdf
	Sexual Orientation: Your Rights & Responsibilities	Ontario Human Rights Commission http://www.ohrc.on.ca/en/issues/sexual_orientation

**Policy on Discrimination & Harassment because of
Sexual Orientation**

Ontario Human Rights Commission
[http://www.ohrc.on.ca/en/resources/Policies/SexualOrientationPolicyEN/
pdf](http://www.ohrc.on.ca/en/resources/Policies/SexualOrientationPolicyEN/pdf)

Sexual Orientation

Alberta Human Rights Commission
<http://www.albertahumanrights.ab.ca/SexualOrientation.pdf>