

# **EMPLOYER'S GUIDE TO THE HUMAN RIGHTS CODE**

**NEWFOUNDLAND AND LABRADOR  
HUMAN RIGHTS COMMISSION**

**2009**

# TABLE OF CONTENTS

<b>I.</b>	<b>INTRODUCTION .....</b>	<b>1</b>
<b>II.</b>	<b>THE HUMAN RIGHTS CODE AT A GLANCE.....</b>	<b>2</b>
<b>III.</b>	<b>THE HUMAN RIGHTS COMMISSION .....</b>	<b>4</b>
<b>IV.</b>	<b>HUMAN RIGHTS AND EMPLOYMENT.....</b>	<b>5</b>
	<u>DISCRIMINATION – SECTION 9 .....</u>	<u>5</u>
	Good Faith Occupational Employment.....	5
	Duty to Accommodate.....	5
	<u>DISCRIMINATION REGARDING ATTACHMENT</u> <u>OF WAGES – SECTION 10.....</u>	<u>6</u>
	<u>EQUAL PAY FOR SAME OR SIMILAR WORK –</u> <u>SECTION 11.....</u>	<u>6</u>
	<u>SPECIAL PROGRAMS – SECTION 19 .....</u>	<u>6</u>
	<u>HARASSMENT – SECTION 12 .....</u>	<u>7</u>
	Employer Liability.....	7
	<u>SEXUAL SOLICITATION – SECTION 13.....</u>	<u>8</u>
	<u>PROTECTION OF COMPLAINANTS AND</u> <u>OTHERS – SECTION 15.....</u>	<u>8</u>
<b>V.</b>	<b>PRACTICAL GUIDELINES FOR EMPLOYERS .....</b>	<b>9</b>
	<u>GUIDELINES FOR ADVERTISING .....</u>	<u>9</u>
	<u>GUIDELINES FOR APPLICATION FORMS AND</u> <u>INTERVIEWS.....</u>	<u>9</u>
	<u>GUIDELINES FOR EMPLOYMENT-RELATED</u> <u>MEDICAL ASSESSMENTS.....</u>	<u>11</u>
	<u>GUIDELINES FOR EMPLOYMENT-RELATED DRUG</u> <u>AND ALCOHOL TESTING.....</u>	<u>12</u>

<b>VI. COMPLAINT PROCEDURE.....</b>	<b>13</b>
<u>INVESTIGATION PHASE.....</u>	13
Step One.....	13
Step Two.....	13
Step Three.....	13
<u>BOARD OF INQUIRY PHASE.....</u>	14
Step Four.....	14
Step Five.....	14
<u>APPEAL PHASE.....</u>	14
Step Six.....	14
<u>RESPONSIBILITIES OF THE RESPONDENT.....</u>	14
<b>VII. CONCLUSION.....</b>	<b>16</b>
<b>VIII. CONTACT INFORMATION.....</b>	<b>17</b>

## I. INTRODUCTION

The protection of human rights is a worldwide concern. In Canada, discrimination and harassment are experienced by people across the country. Canada is a signatory of the *Universal Declaration of Human Rights*, and there are currently laws addressing human rights in each province and territory, as well as a *Canadian Human Rights Act*.

The Newfoundland and Labrador *Human Rights Code* (the “Code”) came into effect in 1971 and deals with discrimination and harassment in many contexts. This guide has been prepared to assist employers with understanding the effect of the *Human Rights Code* in the employment context. There are several provisions in the *Code* that deal specifically with employment relationships. The majority of complaints received by the Newfoundland and Labrador Human Rights Commission (the “Commission”) are related to employment, much more than any other area covered by the *Code*. It is important for employers, and those acting on their behalf, to understand their responsibilities under the *Code*.

## II. THE HUMAN RIGHTS CODE AT A GLANCE

The *Human Rights Code* is a provincial law, which came into effect on September 1, 1971. It establishes the Human Rights Commission and allows for the regulation and promotion of all matters concerning human rights that fall within the jurisdiction of the province. It applies to the provincial government, all of its departments and agencies, and to private businesses. The *Code* has been changed several times since its inception to improve the procedures and protections offered to the residents of this province.

The *Code* is considered a quasi-constitutional law, which means that it supersedes other provincial laws. For example, if there is a conflict between a provision of the *Labour Standards Act* and the *Code*, the *Code* prevails.

A human rights violation occurs when one of the rules in the *Code* is broken. The provisions of the *Code* deal primarily with protections from discrimination and harassment.

Discrimination is any distinction or differential treatment of an individual, whether intentional or not, that is based on personal characteristics. There are three different types of discrimination. Direct discrimination involves a distinction that is made clearly and directly based on an individual's personal characteristics. For example, choosing not to hire someone because of his or her race. Adverse Effect discrimination occurs when a practice or action is neutral on its face but has a discriminatory effect in reality. For example, hosting an employment related social event at a facility that is not wheelchair accessible discriminates against employees with certain physical disabilities, even though there is no direct statement made that those employees are not to be included in the event. Systemic discrimination involves long-standing stereotypes based on the policies, practices, and organizational culture of an organization. For example, many organizations have a tendency to have fewer women and visible minorities in senior management positions.

Harassment is defined as a vexatious course of comment or conduct that is known or ought reasonably to be known to be unwelcome. Harassment can be based on personal characteristics or can be sexual harassment.

The *Code* lists the personal characteristics, or *grounds*, on which discrimination and harassment are prohibited in this province. The grounds listed in the *Code* are as follows:

- race
- religion
- religious creed
- sexual orientation
- marital status
- family status

- political opinion
- colour
- ethnic, national, or social origin
- sex (including pregnancy)
- age
- physical disability
- mental disability
- source of income (regarding housing)

The *Code* protects individuals against discrimination and harassment in the following areas:

- services and facilities
- commercial or residential dwelling units
- publications
- employment

The *Code* also:

- protects equal pay for the same or similar work performed by males and females
- protects Special Programs that are designed to prevent, reduce or eliminate disadvantages as long as the Special Program has been approved by the Commission
- protects individuals who have made complaints under the *Code*, or who have assisted with the complaint process, from retaliation

### III. THE HUMAN RIGHTS COMMISSION

The Newfoundland and Labrador Human Rights Commission is an independent provincial government agency whose role is to put forward the principle that every person is equal in dignity and basic human rights. The Commission is established by the *Human Rights Code* and is bound by the provisions in the *Code*.

The Commission's mandate has four main components:

- administering and promoting compliance with the *Code*
- investigating and resolving complaints, including informal mediation processes and referring matters to Boards of Inquiry where necessary
- educating and informing the public on the *Code* and on human rights issues in general
- advising government, private business, and individuals on human rights issues

The Commission's staff includes an Executive Director, Human Rights Specialists/Investigators, Lawyers, and Administrative Staff. The Commissioners are volunteers, appointed by the provincial government, and include both laypersons and individuals with legal training.

## IV. HUMAN RIGHTS AND EMPLOYMENT

### DISCRIMINATION – SECTION 9

Section 9 of the *Code* prohibits discrimination in employment that is based on race, religion, religious creed, political opinion, colour or ethnic, national or social origin, sex (including pregnancy), sexual orientation, marital status, family status, physical disability, mental disability, or age if the person has reached 19 years of age.

This prohibition applies to every aspect of employment – from advertising and hiring practices to wages, conditions of employment, and dismissal practices.

#### Good Faith Occupational Requirement

The prohibition against discrimination does not apply if an employer can establish that a limitation, specification or preference that would otherwise amount to discrimination is a good faith (*bona fide*) occupational qualification. A limitation, specification or preference that is based on one of the grounds listed in the *Code* is a good faith occupational qualification if it is absolutely required for the job to be completed. For example, a limitation that refuses employment as a pilot to an individual who is blind (discrimination on the basis of physical disability) would be allowed, as the ability to see is absolutely required for a pilot to his or her duties. On the other hand, refusing to hire an individual for a pilot position on the basis of his or her race would not be considered a good faith occupational requirement. It is not necessary for an individual to be of any particular race to be a pilot.

#### Duty to Accommodate

Employers are required to accommodate (support) employees who have special requirements based on any of the grounds listed in the *Code*. This duty to accommodate persists until the employer reaches the point of undue hardship. *Undue hardship* generally refers to significant difficulty or expense. In other words, all reasonable means must be exhausted by an employer to accommodate an employee with special needs.

For example, if an employee is unable to stand for long periods of time due to a physical disability, the employer must accommodate this need to the point where accommodation causes undue hardship. For example, the employer could provide a chair or stool for the employee or allow the employee to work shorter shifts. What constitutes undue hardship and reasonable means varies depending on the circumstances of each particular case. Many factors may be

considered such as the cost of potential accommodations, the size of the organization, safety issues, other employees, and the ease of adapting existing facilities.

### DISCRIMINATION REGARDING ATTACHMENT OF WAGES – SECTION 10

Section 10 of the *Code* states that an employer cannot discriminate, or refuse to hire or continue to employ an individual, because his or her pay is subject to attachment or seizure in satisfaction of a claim against that individual, or subject to alienation, assignment, or transfer by that individual.

For example, an employee cannot be discriminated against because his or her wages are being collected by the government for any reason, or because he or she is required to pay support payments to a child or former spouse.

This rule does not apply if the employee is a domestic who is employed and living in a single-family home.

### EQUAL PAY FOR SAME OR SIMILAR WORK – SECTION 11

Section 11 of the *Code* states that male and female employees working in the same establishment performing the same or similar work, requiring the same or similar skill, effort and responsibility shall be paid equal wages, except where payment is increased pursuant to a merit or seniority system. Such employees shall also be given equal opportunity for training and promotion and be accorded equal insurance and pension benefits.

If an organization is currently violating this rule, it cannot lower any employee's wages in order to comply with the rule.

### SPECIAL PROGRAMS – SECTION 19

Section 19 of the *Code* allows for the development of special programs. *Special Programs* are programs in which certain actions that would normally constitute discrimination are permitted by the Human Rights Commission in order to work towards eliminating disadvantages suffered by certain group of individuals. These special programs are sometimes referred to as Affirmative Action Programs.

In the employment context, these programs often involve giving hiring preference to members of certain historically disadvantaged groups such as women or ethnic minorities. For example, some employers in traditionally male-dominated professions have special programs in place where they are permitted by the

Human Rights Commission to give preference to females in their hiring practices, even though giving preference to females would generally constitute discrimination on the basis of sex. The respective job advertisement might read: "Competition open to both males and females but preference will be given to females, aboriginals and members of other visible minorities as per approval granted by the Human Rights Commission pursuant to Section 19 of the *Human Rights Code*."

Employers who wish to implement a special program must request in writing and receive approval from the Human Rights Commission before putting their program into place. If approved, employment decisions made in accordance with the approved program that may ordinarily have violated the *Code* would be exempted.

## HARASSMENT – SECTION 12

Section 12 of the *Code* prohibits individuals from harassing others in places of employment on the basis of race, religion, religious creed, political opinion, colour or ethnic, national or social origin, sex (including pregnancy), sexual orientation, marital status, family status, physical disability, mental disability, or age. Sexual harassment is also prohibited.

Harassment is defined as a vexatious course of comment or conduct that is known or ought reasonably to be known to be unwelcome. Harassment can include things like verbal comments, comments in e-mails, gestures, display of materials, excluding or singling someone out, or other actions.

In some cases, the person being harassed may not openly object to the harassing behaviour. In many situations individuals are afraid to speak out when they are being harassed, especially in employment circumstances. However, even if the harasser does not think that his or her comments or actions are unwelcome, he or she can still be held liable for harassment. This could occur where it is determined that the harasser should reasonably have known that that his or her comments or actions were unwelcome.

### Employer Liability

A person who has the authority to prevent or discourage harassment may be considered responsible for failing to exercise his or her authority to do so. This means that it is possible for an employer to be held liable if an employee is harassing another employee, particularly if the employer is aware or ought reasonably be aware of the harassment. For example, an employer can be held liable for allowing or condoning harassment or for not addressing complaints of harassment in an appropriate and timely manner.

An individual filing a harassment complaint may name the company as a party to the complaint, as well as the perpetrator of the harassment. When a complaint cannot be settled during the investigation and proceeds to a Board of Inquiry, the Board may make an order against both the company and the harasser.

Employers should ensure that all employees are aware of the harassment provisions in the *Code*. It is advisable to have a workplace policy on harassment that outlines what conduct is prohibited as well as what procedures should be followed if an incident of harassment occurs, as well as training for employees on these issues. Employers should maintain awareness of potentially harassing behaviours in the workplace and deal with these complaints in a timely and sensitive manner.

### SEXUAL SOLICITATION – SECTION 13

According to section 13 of the *Code*, anyone who is in a position to grant or deny a benefit or advancement to another person is prohibited from engaging in sexual solicitation or making sexual advances towards that person if the person making the solicitation or advance knows or ought reasonably know that it is unwelcome.

Likewise, a person who is in a position to grant or deny a benefit or advancement to another person cannot penalize, punish or threaten to penalize or punish that person because he or she rejected a sexual solicitation or advance.

### PROTECTION OF COMPLAINANTS AND OTHERS – SECTION 15

Section 15 of the *Code* prohibits a respondent from discriminating or retaliating against a person because he or she filed a complaint with the Human Rights Commission or gave evidence or helped in any way with the initiation or prosecution of a complaint filed with the Human Rights Commission.

## V. PRACTICAL GUIDELINES FOR EMPLOYERS

### GUIDELINES FOR ADVERTISING

Advertising is often the first step in recruiting, and the wording of advertisements should not discourage qualified persons from applying for specific jobs. The *Code* forbids advertisements that would discourage a qualified person of a particular race, sex, age, etc. from applying for a job. Employers are advised to carefully consider the wording of their advertisements. Keep in mind that these requirements may vary in the case of approved Special Programs (refer to page 6 for more information).

### GUIDELINES FOR APPLICATION FORMS AND INTERVIEWS

The employment provisions in the *Code* are based upon the principle that employment decisions should be based on the applicant's ability to do the job in question rather than on factors that are unrelated to job performance. Questions on application forms or during interviews that solicit information on prohibited grounds (race, religion, sex, etc.) may be in violation of the *Code*. For example, a potential employee should not be questioned about his or her religious beliefs or whether the employee is pregnant or plan to become pregnant. Both the application form and the interviewer should avoid any mention of information that is not specifically related to the requirements of the job and the applicant's ability to perform that job.

There are some questions that would be in violation of the *Code* if requested before hiring but that may be acceptable after hiring if asked for valid personnel reasons or in order to determine appropriate accommodations. Please see the chart below for information on the permissibility of certain types of questions. Keep in mind that these requirements may vary in the case of approved Special Programs (refer to page 6 for more information).

<b>SUBJECT</b>	<b>ACCEPTABLE BEFORE HIRING</b>	<b>NOT ACCEPTABLE IN MOST CIRCUMSTANCES</b>	<b>ACCEPTABLE AFTER HIRING</b>
Name	<ul style="list-style-type: none"><li>• Current name</li></ul>	<ul style="list-style-type: none"><li>• Previous names</li><li>• Maiden name</li></ul>	
Race		<ul style="list-style-type: none"><li>• Any inquiry that</li></ul>	

Colour		would indicate race or colour, including colour of eyes or hair	
Religion, Religious Creed		<ul style="list-style-type: none"> <li>• Any inquiry to identify religious beliefs or customs</li> <li>• Request for reference from clergy</li> </ul>	• General inquiry for purposes of accommodation
Political Opinion		• Any inquiry as to political opinion	
Ethnic, National, or Social Origin	• Inquiries as to proof of eligibility to work in Canada	<ul style="list-style-type: none"> <li>• Any inquiry as to birthplace</li> <li>• Any inquiry as to mother tongue</li> </ul>	• Inquiries as to proof of eligibility to work in Canada
Sex		<ul style="list-style-type: none"> <li>• Any inquiry as to sex</li> <li>• Any inquiry as to pregnancy</li> </ul>	
Sexual Orientation		• Any inquiry as to sexual orientation	
Marital Status	• General inquiry as to willingness to relocate or travel (if relocation or travel is a <i>good faith occupational requirement</i> )	• Any inquiry as to marital status or spouse	• Inquiries as to marital status or spouse that are required for <i>valid</i> personnel reasons
Family Status	• General inquiry as to willingness to relocate or travel (if relocation or travel is a <i>good faith occupational requirement</i> )	• Any inquiry as to number of children or pregnancy, or plans to have children in the future	• Inquiries as to number of children or pregnancy that are required for <i>valid</i> personnel reasons
Physical Disability			• General inquiry as to whether employee may need accommodations to perform the job
Mental Disability			• General inquiry as to whether

			employee may need accommodations to perform the job
Age	<ul style="list-style-type: none"> <li>• Inquiries as to proof of eligibility to work in Canada</li> </ul>	<ul style="list-style-type: none"> <li>• Any request for specific age</li> </ul>	<ul style="list-style-type: none"> <li>• Birth certificate or birth date may be requested for <i>valid</i> personnel reasons</li> </ul>
Photograph		<ul style="list-style-type: none"> <li>• Any request for a photograph</li> </ul>	<ul style="list-style-type: none"> <li>• Photograph may be requested for <i>valid</i> identification purposes</li> </ul>

### GUIDELINES FOR EMPLOYMENT-RELATED MEDICAL ASSESSMENTS

Employment-related medical assessments should only be used if necessary to determine an employee’s ability to perform essential job duties. If such a medical assessment is to be used, it should only take place after a conditional employment offer is made based on the individual’s merits and qualifications.

When used, employment-related medical assessments should be limited to obtaining only medical information that is required to determine the individual’s ability to perform the job. Employers should also limit the amount of information that they receive directly. An employer should only ask the examining physician to provide general information on whether the employee can perform the functions of the job, and if not, what the employee’s limitations are and what accommodations can be made by the employer (refer to page 5 for more information on the duty to accommodate). Employers should avoid, if possible, requesting or obtaining specific information about an individual’s physical or mental disability. For example, a physician may notify an employer that an employee is limited in his or her ability to lift objects that weigh more than 50 lbs. and requires a back brace to do so. This is sufficient information for the employer to properly accommodate the employee. The employer does not need to know any further details about what type of disability the employee has, how long he or she has had the disability, or the prognosis of the disability.

It is important to remember that privacy and confidentiality are of utmost concern when medical information is released. Improper management of an employee’s medical information can result in employer liability. Please review the Newfoundland and Labrador *Access to Information and Protection of Privacy Act*, and Canada’s *Privacy Act* and *Personal Information Protection and Electronic Documents Act*.

## GUIDELINES FOR EMPLOYMENT-RELATED DRUG AND ALCOHOL TESTING

The issue of employment-related drug and alcohol testing has not, as of yet, been dealt with consistently in courts across Canada. In general, employment-related drug and alcohol testing can only be done after an individual has been hired for a position based on his or her merits and qualifications. Testing may be permitted if the employer can show that there is a rational connection between employee or client safety and drug or alcohol consumption. In other words, the employer must show that being drug or alcohol free is a *good faith occupational requirement* for the job. For example, passing a drug or alcohol test would more likely be considered a *good faith occupational requirement* for the operation of heavy machinery than a data entry position in an office environment.

Employers must also keep in mind that addictions, including drug or alcohol dependencies, are a form of disability. When using employment-related drug or alcohol testing, or making decisions based on the results of such tests, employers must ensure that they do not discriminate against individuals who have or may have a dependency. In such circumstances, employers may be required to provide appropriate accommodations, as with any physical or mental disability.

## VI. COMPLAINT PROCEDURE

Complaints under the *Human Rights Code* must be made within **one year** after the last incident of the alleged contravention.

If the Human Rights Commission receives a complaint that pertains to the provisions of the *Code*, the following steps are followed:

### INVESTIGATION PHASE

**Step One:** The complaint will be assigned to one of the Commission's investigators. The Respondent (the person or organization against whom the complaint has been filed) will be notified in writing that there has been a complaint filed against them and that it is being investigated. A copy of the complaint form is enclosed and the Respondent is encouraged to respond in writing to the allegations.

An investigator will conduct an objective and impartial investigation of the facts. He or she may interview the individuals involved and inspect records or documents. Investigators have certain powers that allow them to enter buildings and obtain warrants when necessary. These powers are set out in the *Code*. Witnesses supporting the Respondent's position, as well as the Complainant's position, will be interviewed. It is important to remember that the Commission does not take sides.

**Step Two:** The Commission will try to help the parties involved in the complaint come to a settlement (a solution to the problem to which both parties agree). Any settlement must be approved by the Commissioners before the matter can be closed. Where a settlement is reached, there is no further action taken by the parties or the Commission unless the terms of the settlement are not complied with.

**Step Three:** If no settlement is reached, or if the terms of a settlement are not complied with, the executive director will report the complaint to the Commissioners. The Commissioners then decide whether to refer the complaint to a Board of Inquiry. A Board of Inquiry is an administrative tribunal that is presided over by an adjudicator. The panel of adjudicators is independent from the Human Rights Commission. If the commissioners decide to dismiss the complaint and not refer it to a Board of Inquiry, the matter is closed.

Complainants have the right to appeal to the Supreme Court of Newfoundland and Labrador if the commissioners dismiss their complaint. The Complainant can ask the Supreme Court to order the Board of Inquiry to hear the complaint despite the refusal of the Commission to refer the matter. The Supreme Court can either affirm or deny this request.

### BOARD OF INQUIRY PHASE

**Step Four:** If the complaint is referred to a Board of Inquiry, dates are set for a formal public hearing. Complaints of discrimination are matters of public interest. Because of this, the Commission is responsible for presenting the complaint to the Board of Inquiry. The Complainant, Respondent, and any other parties all have an opportunity, however, to present their arguments and be represented by independent legal counsel if they so choose. The Complainant and Respondent and their respective witnesses may also be subpoenaed and examined under oath at the Board of Inquiry hearing.

**Step Five:** After hearing all of the evidence the adjudicator will decide if there has been a violation of the *Code*. Should the adjudicator decide that the *Code* has been contravened, he or she will order the Respondent to stop the violation, and can also order the Respondent to provide opportunities or privileges that have been denied, or to pay compensation to the Complainant. The adjudicator's decision is legally binding on the parties.

### APPEAL PHASE

**Step Six:** The Complainant, the Respondent, and the Human Rights Commission each have the right to appeal the decision of a Board of Inquiry to the Supreme Court of Newfoundland and Labrador. **An appeal must be filed within thirty days of receipt of the Board of Inquiry's decision by the prospective appellant.** The Supreme Court can either confirm, reverse, or vary the decision and orders of the Board of Inquiry.

### RESPONSIBILITIES OF THE RESPONDENT

A Respondent has the responsibility to be available to meet with staff of the Human Rights Commission at the earliest possible time and to co-operate throughout the investigation process. The Respondent must provide relevant correspondence and documents, such as personnel records, and allow the investigator to communicate with any person on the business's premises.

If a settlement is reached in a complaint procedure, the Respondent has responsibility to comply with the terms of settlement to which he or she has agreed. If a Board of Inquiry has issued a decision or an order, the Respondent must comply. An order of a Board of Inquiry can be appealed to the Supreme Court of Newfoundland and Labrador.

As per section 15 of the *Code*, a Respondent is prohibited from discriminating against or retaliating against any individual because he or she has filed a complaint with the Human Rights Commission, or has given evidence or helped in any way with the initiation or prosecution of a complaint filed with the Human Rights Commission.

## VII. CONCLUSION

The Human Rights Commission believes that the best way to deal with discrimination or harassment is to prevent it from occurring in the first place. Employers, in their position of authority and oversight relative to their employees, have an obligation to work towards preventing discrimination and harassment from occurring in their workplace. Employers should make an effort to understand the *Human Rights Code* and ensure that their workplace policies comply with its provisions. It is also important for employers to make sure that employees are properly educated on their responsibilities under the *Code*.

Employers should ensure that all incidents of discrimination or harassment suspected or reported at work are dealt with promptly and diligently. It is important to remember that employers can be held liable for any discriminatory or harassing act that takes place in the context of their employment environment. Taking proper precautions and responding appropriately to incidents will help prevent future problems and ensure a more enriching work environment for both employees and employers.

The Human Rights Commission is always available to assist employers with any questions or matters that arise relating to the Newfoundland and Labrador *Human Rights Code* or human rights in general.

## VII. CONTACT INFORMATION

The Human Rights Commission can be contacted in the following ways:

LOCATION:	2 <sup>nd</sup> Floor, Beothuck Building 20 Crosbie Place St. John's, NL
MAILING ADDRESS:	P.O. Box 8700 St. John's, NL A1B 4J6
TELEPHONE:	709-729-2709 1-800-563-5808 (toll free)
FAX:	709-729-0790
E-MAIL:	HumanRights@gov.nl.ca
WEBSITE:	<a href="http://www.justice.gov.nl.ca/hrc">www.justice.gov.nl.ca/hrc</a>

**For more information on the issues in this guide or any other human rights concerns, please visit our website or contact us.**



**The Human Rights Commission is pleased to provide presentations and information sessions for organizations and groups of individuals. If you would like to discuss scheduling a presentation Please contact the Human Rights Commission.**