



SASKATCHEWAN  
HUMAN RIGHTS  
COMMISSION

## VISION STATEMENT

To have all Saskatchewan residents understand human rights, value diversity, engage in the responsibilities of their citizenship, and respect the human rights of others.

## MISSION STATEMENT

To champion human rights by promoting and protecting dignity, diversity, and equality within Saskatchewan.

## GOALS

- Discourage and prevent discrimination.
- Implement restorative justice measures in all complaint resolutions.
- Secure appropriate remedies for individuals who experience discrimination.
- Seek systemic remedies for individuals and groups who experience discrimination.
- Advance the understanding of human rights through research and education.
- Provide leadership on public policy and legislation related to human rights and responsibilities.

## Letter of Transmittal

The Honourable Don Morgan, Q.C.  
Minister of Justice and Attorney General  
Legislative Building  
Regina, Saskatchewan

Dear Minister Morgan,

I am pleased to deliver the 2017-2018 annual report of the Saskatchewan Human Rights Commission as required by Section 49 of *The Saskatchewan Human Rights Code*.

This report highlights the activities and successes of the Commission for the fiscal year beginning April 1, 2017 and concluding March 31, 2018.

Sincerely,



David M. Arnot  
Chief Commissioner

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## Message from the Chief Commissioner

Over the course of the last fiscal year, the Saskatchewan Human Rights Commission worked diligently to promote and protect human rights throughout the province. With 492 complaints received, the Commission assisted individuals, businesses, and organizations in resolving allegations of discrimination and inequity.

The Commission also took on additional big picture initiatives to address the systemic issues that create inequity and discrimination against large groups of people in this province. To do this, the Commission works cooperatively and proactively with individuals, institutions and stakeholders to identify problems and work toward efficient, effective solutions. We worked with stakeholders to address transportation concerns for people with disabilities, the needs of people who are deaf and/or hard of hearing, and discrimination against renters receiving public assistance.

The Commission continues to advocate for the TRCs Calls to Action. This requires citizens who understand the treaty relationship. The treaties are blueprints for harmony, as good today as the day they were created. Their basic principles offer a framework to move the province forward. In addition, the treaty relationship offers a benchmark to measure reconciliation

Implementing the treaty relationship in the modern context is critical to the economic future of Saskatchewan. Discrimination against Indigenous people wreaks economic and social havoc on our communities. Speaking at a Courageous Conversation event at the Commission, economist Eric Howe projects that Indigenous people will make up half the population of Saskatchewan by the middle of this century. If equitable education outcomes for Indigenous students are prioritized, we can avoid perpetuating cyclical poverty.

The road to reconciliation is not smooth. There are deep divides on both sides that must be bridged. We need constructive action based on courageous conversations. We need to choose solidarity not solitude, understanding not ignorance, unity not division. We need strong citizenship firmly rooted in co-operation and education to ensure our province's future is bright and sustainable.

David M. Arnot  
Chief Commissioner

## Women Entrepreneurs and Gender Equity

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***The Commission teamed up with other organizations to host the Women Entrepreneurs and Innovation conference.***

This past year has seen the global movement for women’s rights and equality reach new heights. From the #MeToo movement to the myriad marches and campaigns around the world, calls to end gender-based violence, sexual harassment, and discrimination against women have been loud and many.

On March 26 and 27, the Saskatchewan Human Rights Commission contributed to the conversation with a dual-city roundtable event named after a report titled *Everywhere, Every Day Innovating — Women Entrepreneurs and Innovation*.

Working in conjunction with the Bank of Montreal, Saskatchewan Chamber of Commerce, the Business Development Bank of Canada, Women Entrepreneurs of Saskatchewan, the Praxis School of Entrepreneurship, and Futurpreneur Canada,

the Commission helped plan, host and facilitate this two-day event.

Based on the report by researchers Clare Beckton, from Carleton University, and Janice MacDonald, founder of the Beacon Agency, the discussion at these roundtable events examined, among other things, gender inequity and the participation of female entrepreneurs in the innovation of our country’s economy.

“We know that women entrepreneurs are developing innovative approaches to business and are actively contributing to growing the economy,” the report’s co-author Clare Beckton told people in attendance. “The problem is, in spite of their important contributions, women are continuously and systematically underappreciated and not treated equitably. This report identifies this and provides recommendations to remedy this issue.”

Some of the key recommendations included:

- A government-created innovation framework that includes women entrepreneurs in policy design and commits to equitable grant funds;
- Enhanced child-care and maternity benefits for women entrepreneurs who are primary caregivers; and
- Addressing the ineligibility for financing among Indigenous women.

“It is vital to recognize the invaluable contributions of women in our society,” said co-author, Janice MacDonald. “At the same time, we must also recognize the barriers that female entrepreneurs face. There is significant need for more robust eco-systems for female entrepreneurs. Systems supported by governments, financial institutions, and the women themselves.”

After the report presentation, a group of panelists — consisting of three women entrepreneurs in each city — took to the stage to discuss innovation, entrepreneurship, and the need for gender equity in business. The panelists in Saskatoon were Lanis Anthony, Patricia Hanbidge, and Lana Wickstrom. In Regina the panel consisted of Shaina Lynden, Claire Belanger-Parker, and Jennifer Dubois.



## GENDER INEQUITY

Chief Commissioner David Arnot spoke about gender inequity as an issue that everyone in the room must acknowledge, address and work together to eradicate.

He observed that:

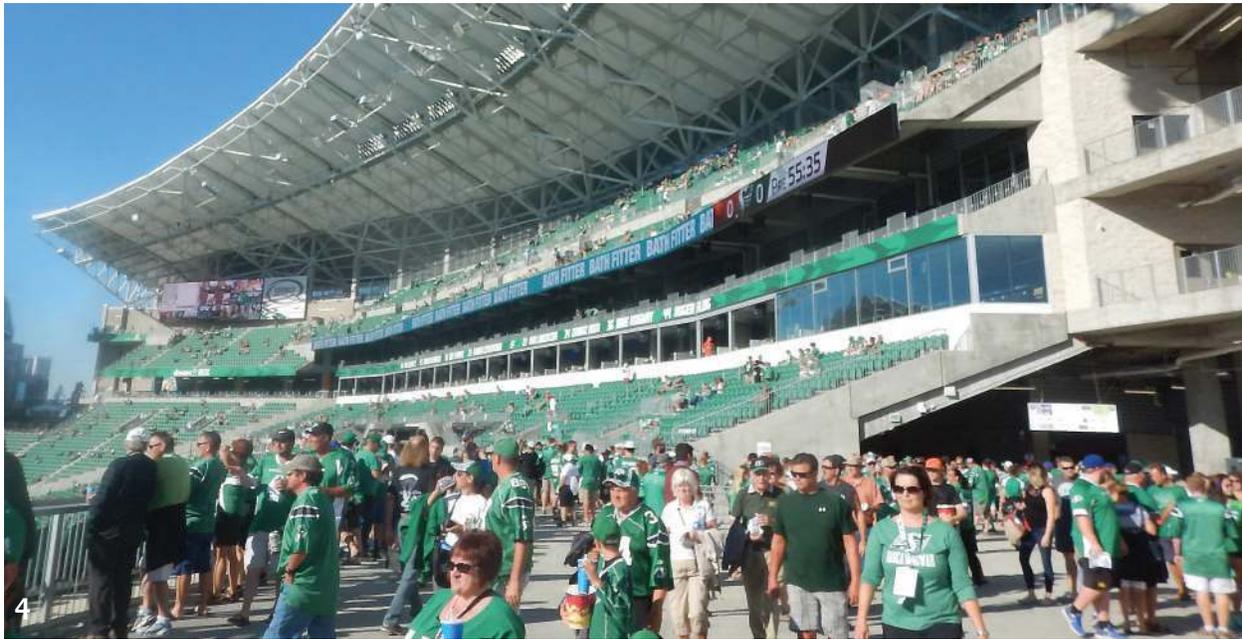
- According to the latest Global Gender Gap Report, it is going to take an estimated 217 years to eradicate the gender wage gap;
- In Canada, women make just 87 cents an hour for every dollar earned by a man. Here in Saskatchewan, women make less than 75 cents to every dollar earned by males; and
- Women constituted just 6.4% of all Fortune 500 company CEO's last year.

He concluded by saying:

“Simply put, gender equity is the right thing to do. It is fair. It is good for society. And it is good for business. As previously mentioned, it's been estimated that it will take more than two centuries to bridge the gender gap. We cannot wait that long. There is ample evidence to prove that investing in women will create substantial value, both socially and economically. Gender equity isn't just a business imperative in this new millennium — it is also a moral imperative.”

## Mosaic Stadium Accessibility

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### *The SHRC helped Mosaic Stadium become a high-water mark of stadium accessibility.*

The Saskatchewan Roughriders' new home, Mosaic Stadium, is a positive example of accessibility in Canada. Prior to Mosaic's grand opening, the Saskatchewan Human Rights Commission heard from individuals and stakeholders who were concerned about the potential accessibility of the stadium.

"A cornerstone of the Commission's approach is proactivity," said Chief Commissioner David Arnot. "A systemic perspective allows us to look at big picture issues in our province and work cooperatively and proactively with individuals, institutions, and stakeholders to work toward an efficient, effective solution."

With this in mind, the Commission reached out to the City of Regina to see what could be done to improve the facility in order to make it accessible and inclusive for everyone.

"Early on in the planning process of the stadium, our project team worked with the

accessibility community so all who would participate in events got the most from the experience," said City of Regina Mayor Michael Fougere. "We welcomed community representatives on site to guide us in recommendations, among other things, wayfinding in a crowded environment."

Over the course of the next couple of years, several meetings were held between stakeholders.

As a result of the feedback from these meetings — as well as from feedback garnered from three live events hosted at the stadium prior to its grand opening — important improvements were made.

"Mosaic Stadium became a reality through the vision and cooperation of various stakeholders being motivated by a common goal," said Roughriders President & CEO Craig Reynolds. "We are fortunate to have a stadium of this quality in our city and province and ensuring all people are able to attend various events and freely move around the facility was a high priority."

## BACKGROUND INFORMATION

Since 2011, the Saskatchewan Human Rights Commission has had the legislated authority to look at the big picture issues that relate to discrimination in this province and to work cooperatively and proactively with individuals, institutions, and stakeholders to address these issues.

Such was the case during the construction of the new Mosaic Stadium. The Commission heard from stakeholders who raised concerns about the accessibility of the new stadium. In response, the Commission reached out to City of Regina to provide assistance and advice pertaining to building accessibility.

Several meetings and discussions followed.

Then, on August 31, 2016, a representative of the Commission attended an all-day “Substantial Completion Meeting” arranged by the Regina Revitalization Initiative. During this event, tours of the stadium features were highlighted including bathroom accessibility, elevators, signage, concessions, corporate boxes, accessible seating, etc.

As part of the completion of the stadium project, three test events were held: a university football game, a concert, and a CFL preseason game. During each event, City of Regina officials sought feedback from attendees on accessibility features.

Throughout these testing events, City officials remained in contact with the Commission and with community stakeholders, obtaining feedback and suggestions on proposed improvements. Some of the impressive initial features of the stadium included:

- Number of charge stations with accessible seating: 18 power boxes with 4 outlets on each box = 72 total power outlets.

- Number of power-assisted doors: 31
- Visual aids (Braille): All room signage and every elevator had braille;
- Listening devices: 4 guest service stations where devices could be obtained
- Tactile Way Finding: Tactile way finding strips led to all main entrance gates and 3 elevator lobbies. Tactile panels had also been installed at all pedestrian ramps.
- Elevators: 9 had power doors, braille, and audible signals.

Following feedback from meetings and the test events, improvements were made. They included:

- All 9 of the inclusive washrooms were equipped with power-assisted doors. These are the 9 stand-alone inclusive restrooms that are available, above and beyond, the standard public washrooms.
- A new signage package was implemented. The new package was much more attentive to details like overall size of signage, placement, size of lettering, colour contrast, etc. It also focused on strategic placement in key areas throughout the stadium.
- A power roof lift system and powered adult change table.
- The initial plan was to have 150 accessible parking spots, but after consultation there are currently 90 spots confirmed on the west side of the stadium and 75 spots confirmed on the east.
- In collaboration with the Saskatchewan Roughriders and Evraz, the City of Regina is facilitating the development of an accessibility brochure, highlighting key accessibility areas/features in the stadium.

## Pillar 1 - Litigation & Legal

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*When possible, the Commission's legal team uses Directed Mediation to settle complaints.*

During the past fiscal year, the Commission successfully used directed mediation as a means of resolving complaints that would have otherwise proceeded to hearing at the Court of Queen's Bench. The following case summaries are just a few of the directed mediation outcomes in 2017-2018.

### FUNDS SEIZED TO SATISFY SETTLEMENT

Seven months after being hired as a cashier at a nationwide coffee shop, Janice\* informed the franchise owner she was pregnant. Prior to divulging this information, Janice had worked the 6am-2pm shift, Monday through Friday. Over the next five months, however, her hours were gradually reduced.

Janice asked her employer to give her shifts back and allow her to work full time again. Her employer told Janice she was too pregnant to work that much.

Shortly after Janice went on maternity leave her employer fired her, issuing a record of employment stating there was a shortage of work. When, in fact, new employees were being hired at that time.

Janice believed she was discriminated against

on the basis of sex, contrary to Section 16(1) of the *Saskatchewan Human Rights Code* which states:

No employer shall refuse to employ or continue to employ or otherwise discriminate against any person or class of persons with respect to employment, or any term of employment, on the basis of a discrimination.

The employer denied the allegations.

During the investigation process, evidence supported the view that Janice's employer failed to accommodate her during pregnancy and had discriminated against her on the basis of sex.

In directed mediation, both parties agreed that the employer would pay Janice \$20,000, without deduction in respect of her claim for damage to dignity under Section 31(4) of the *Code*. The employer later failed to pay the settlement money that had been agreed upon.

The Commission enforced the settlement by directing that the funds be seized from the business to satisfy the agreement.

## COOK GETS MONETARY AND SENIORITY COMPENSATION

John\*, who lives with Multiple Sclerosis, was a cook at a local institution of higher learning. After working at the institution for two and a half years, John requested accommodation because he was experiencing physical difficulties related to his disability. He asked if there was any type of retraining or alternate placement opportunities that would allow him to continue working at the institution while accommodating his disability.

Because there were no retraining opportunities at the time, it was suggested John take a disability-related leave until something could be figured out.

A year later John sought to return to work with accommodation. Over the next few months, he applied for numerous jobs at the institution — positions he felt was qualified for and was medically fit enough to perform — yet, he wasn't hired and wasn't returned to work in a timely manner.

As a result, John filed a complaint with the Saskatchewan Human Rights Commission. He had reason to believe that the institution refused to accommodate him to the point of undue hardship and he felt the institution refused to continue to employ him due to his disability, thereby discriminating against him contrary to Section 16 of the *Code*.

Part way through the complaint process, John was placed in a different position at the institution.

In directed mediation, it was determined that John would receive \$15,000, less required deductions, in lost wages, benefit, and pension; \$20,000 in damage to dignity under Section 31.4 of the *Code*; and an additional 260 seniority hours under the Collective Bargaining Agreement. John remains employed at the institution after the settlement.

## OFFENSIVE REMARKS RESULT IN SETTLEMENT

Fred\*, who is African-Canadian, had been working with an oil company for upwards of four years. Shortly after being hired, he realized some of his coworkers had given him a derogator nickname by which he was widely referred to behind his back.

Later, Fred discovered offensive memes being circulated in his company's group chat space. These discriminatory memes and racist comments continued to escalate over several years.

Eventually, Fred had heard and seen enough. He went to his boss, explained the situation, and complained about racism being prevalent in the workplace. One week later, Fred's employment with the company was terminated.

Fred was one of the longest serving employees at the company, and believed he was let go because of his race and because of his decision to speak up against racism in the workplace.

He brought the complaint to the SHRC, claiming he was discriminated against because of his race.

Pursuant to Section 16 of the *Code*, discrimination is prohibited in employment on the basis of race and/or perceived race.

No resolution was found in either the initial intake phase or the mediation phase of the complaint resolution process, so the file was sent to investigation. The Chief Commissioner reviewed the report and the file and determined the complaint should proceed to directed mediation where a settlement was reached.

Through directed mediation, the parties agreed that Fred would receive \$18,000 for damages to dignity, \$7,000 as reimbursement for legal fees, and \$10,000 as pay in lieu of notice.

*\*Names have been changed.*

## Wicahitowin Aboriginal Engagement Conference

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### *The SHRC is working to make the Truth and Reconciliation Commission's Calls to Action a reality*

On October 12, 2017, Chief Commissioner David Arnot presented at the Wicahitowin Aboriginal Engagement Conference at TCU Place in Saskatoon.

Wicahitowin means “learning from one another to build community.” The conference brought together 500 participants to learn about Aboriginal engagement and inclusion under the theme of Reconcili-ACTION.

The aim was to get Indigenous and non-Indigenous people across different communities and sectors moving forward together on the Truth and Reconciliation Commission (TRC) of Canada’s calls to action.

Speaking to the TRC calls to action pertaining to Equity for Aboriginal People in the Legal System, Chief Commissioner Arnot echoed the

need for action. He challenged participants to act on what they learned at the conference and spoke about the importance of the TRC calls to action. “These actions, if taken, will change the lives of Indigenous people,” he told the crowd. “They will also go some distance toward healing the relationship between Indigenous people and all other Canadians.”

Chief Commissioner Arnot went on to address three main topics that could help heal wounds and bridge the divide: 1) education; 2) equity; and 3) the intersectionality between Indigenous rights, treaty rights, and human rights.

#### **EDUCATION**

The Commission believes that education is an antidote to intolerance and can play a central role in creating new social values and attitudes.

In order to create healthy, prosperous relationships between one another, we must get to know one another. It is imperative that all Canadians understand the past in order to create a better future.

In discussions with Elders and residential school survivors, the Commission was told that to build understanding, today's children and youth must be educated about what happened in the residential school system.

They must learn about Indigenous rights and treaty rights, and they must understand the importance of the *United Declaration on the Rights of Indigenous People*.

Talking to the people in attendance, Chief Commissioner Arnot elaborated on this, saying:

“Students everywhere must learn about the importance of the treaty. They must also learn about the history of First Nations people and understand both sides of the story around treaty making. They are owed an honest assessment of what went right, what went wrong ... and how the wrongs can be repaired in a modern context.”

Chief Commissioner Arnot went on to say that along with educating the youth of our country, a broader public education initiative is also essential if we are to achieve understanding.

“The time is now to make treaty education and reconciliation a Canadian priority,” he implored. “This must be firmly grounded in the oral history of the Elders as well as historical record.”

## EQUITY

During the Chief Commissioner's presentation at the Wicihitowin conference, he spoke about the need to close the gap in child welfare between what First Nations children on-reserve receive and what non-First Nations children elsewhere receive.

However, Chief Commissioner Arnot also pointed out that the issue isn't solely about funding, and there are other important elements to consider.

“It's not just about monetarily evening things out or making things equal,” he said. “We need to deal with, address, or get rid of existing inequity first, and then worry about getting things even and equal and balanced. If we want to achieve equality we must first look at something different. And that something different is equity.”

## INTERSECTIONALITY

In any conversation about reconciliation, overlapping perspectives on rights must be acknowledged.

Human rights, Indigenous rights, and treaty rights are indivisible, interconnected, interrelated, and interdependent.

These rights are about fairness, respect, and recognition of one's inherent dignity and individuality.

After speaking about the Commission's mandate to promote, protect, and educate the public about human rights, Chief Commissioner stressed the intersectionality between Indigenous, treaty and human rights. He then concluded by saying:

“The truth is inescapable. The health and well-being of our society is directly proportional to the health and well-being of our Indigenous communities. The Truth and Reconciliation Commission has asked us, all, to work together to build a healthy society. The human rights case asks us to fill the gaps and create equity ... I know there is hope for a better partnership, a better relationship. That hope is right here in this room. That hope is in your hearts and in your hands.”

## Students with Disabilities

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*The Saskatchewan Human Rights Commission is committed to educating the public about environmental and attitudinal barriers*



Analysts, managers, directors, and policy advisors from British Columbia to Newfoundland met in Regina on June 20, 2017 for a Permanent Disabilities Working Group meeting.

The purpose of the meeting was to review and recommend updates to Canada Student Loans programs, as well as, to discuss policies concerning students with disabilities.

The Saskatchewan Human Rights Commission was invited to attend and gave a well-received, presentation pertaining to persons with disabilities, barriers to education, discrimination, and the duty to accommodate.

The presentation touched on barriers, discrimination, and duty to accommodate.

### BARRIERS

For people with disabilities, barriers to education can take on a variety of forms. They can be environmental, attitudinal, financial, and systemic.

Some of the main barriers include:

- **Physical Inaccessibility** — Students with disabilities can face a multitude of physical barriers to education including, but not limited to: heavy doors, inaccessible washrooms, a lack of ramps and/or elevators, inaccessible transportation, etc.
- **Negative Attitudes and Stereotypes** — Negative attitudes and stereotypes still persist in the education system amongst educators, staff, and students. Lack of understanding and, at times, insensitivity about issues students with disabilities face make it difficult for these students to equally and equitably access educational services.
- **Lack of Adequate Funding** — Too often, accommodations for students with disabilities are based on monetary restrictions and budgetary considerations instead of on the needs of the students.

### DISCRIMINATION

Under *The Saskatchewan Human Rights Code*, educators have an obligation to provide

educational services in a non-discriminatory manner. Pursuant to Section 13(1) of the *Code*:

“Every person and every class of persons shall enjoy the right to education in any school, college, university, or other institution or place of learning, vocational training or apprenticeship without discrimination because of their race, creed, religion, colour, sex, sexual orientation, family status, marital status, disability, nationality, ancestry, place of origin or receipt of public assistance.”

When discrimination occurs against students with disabilities it may either be intentional or unintentional. Unintentional discrimination — sometimes referred to as “adverse impact” or “systemic” discrimination — is often a result of policies and practices that appear neutral, but have an adverse effect of certain groups of people because of personal characteristics.

Intentional discrimination in education could be the decision of a school division to group visually impaired students in facilities that are inferior to those used by non-disabled students. An example of unintentional discrimination could be the requirement that all students write an examination within the same time period and under the same circumstances.

This requirement might not be deliberately discriminatory, but it could potentially have an adverse impact upon students with attention deficit disorders, for example, who might require accommodation in the form of extra time or a quiet location in which to write the exam.

### DUTY TO ACCOMMODATE

Schools, colleges, universities, and other institutions of learning are responsible for removing barriers students with disabilities face so that they can access and participate in education in the same way, as far as it is possible, as students without disabilities.

When discrimination occurs, they have a legal duty to make reasonable efforts to accommodate those who have been adversely affected.

This duty to accommodate applies to all activities and decisions made by educators or employers or public service providers including, but not limited to:

- Admissions
- Exclusions
- Access to school trips and transportation
- Attendance
- Help and support at school
- Learning activities and materials

The duty of reasonable accommodation only extends up to the point of undue hardship. What is considered undue hardship will depend upon the circumstances of each case and may include such factors as cost, safety and the effects of accommodation on other students.



## Pillar 2 - Mediation

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*Year after year, mediation proves to be an effective means to resolve complaints and achieve resolutions that meet the needs of all parties.*



### AGE APPROPRIATE

George\* applied for two different positions with a large corporation, but was unsuccessful with both. During one of the many calls he made to the corporation, a manager told George the position was intended for a younger person.

Pursuant to section 16(1) of *The Saskatchewan Human Rights Code*, an employer cannot refuse to employ or discriminate against a person on the ground of age.

In mediation, the employer readily admitted that the comment was inappropriate, but was adamant that the decision to not hire was made at a level above that of the person who made the remark. There had been over 60 applications for the first position, and over 40 applications for the second. George was, in their opinion, clearly not the best person for the positions.

However, the remark was hurtful and, after both parties sat down to talk, George accepted

\$3,000 for damages to dignity. The employer also wanted George to know that several changes had been made to prevent this from happening again.

### WORKER'S COMPENSATION CONFUSION

Fred\* was hired by a multinational company to solicit and accept orders, to do deliveries, and to perform stocking duties in a three-person outlet. During the application process Fred disclosed that he suffered from chronic shoulder problems.

Within a week, Fred re-injured his shoulder. He was on Workers' Compensation Benefits for the next six months before being cleared by the Workers' Compensation Board to return to work. However, the employer disagreed with the conclusion of both the WCB and the medical practitioners.

The employer claimed that company policies clearly indicated that Fred could not operate a vehicle, given the specific medications that

were being used. The employer also claimed that leave without pay was the appropriate accommodation.

This caused financial and psychological stress for Fred. Being unemployed put significant strain on his marriage. A lack of income meant he had to borrow money from his mother.

These problems lead to other problems. There was not enough money to pay for an essential vehicle repair, credit card issues developed. Fred could not put his daughter in dance class or his youngest child in martial arts. Since Fred's spouse had a disability, her ability to financially contribute was limited.

Fred filed a complaint with the Commission.

At mediation it was agreed that the company would provide \$10,000 for damage to dignity and another \$5,000 for lost income and benefits. It was also agreed that the complainant would resign from the company and sign a release so there could be no future claims possible between the complainant and the respondent.

### SINCERELY SORRY

Gail\* has medical issues and, as a result, often takes her teenage son to help shop for groceries. Gail often rests nearby while her son shops for her.

During one such trip to the grocery store, Gail's son — who, like his mother, is a visible minority — noticed that an employee was consistently watching him from a distance as he looked around for what his mother wanted.

After several minutes, the employee approached the young man and told him that he should either buy something or leave the store. Gail's son asked the employee why he was being asked to leave. The employee responded by asking if he was with anyone else. The young man said he was with his mother, and was told to go back to her.



Gail and her son approached the employee a few minutes later and asked why the young man had been accused of stealing. The employee denied having made that accusation and tried to explain that there was a problem with shoplifting.

The conversation escalated and the store manager intervened, apologized for what had happened, but the customers were not satisfied with the apology. The family eventually left the store, but was very unhappy. Gail filed a complaint alleging her son was discriminated against based on his race.

At mediation, the young man and his mother were able to say what happened and how they felt. This time the apology was accepted. The store manager clearly expressed his desire that the family return to his store and the family said they would.

*\*Names have been changed.*

## Pre-complaint Resolution

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*An intake consultant's quick response can often resolve concerns before a complaint is formalized*



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Whether delivered via email, over the phone, online or in person, all complaints to the Commission are first directed to an intake consultant. As the initial point of contact with complainants, our intake consultants are often able to see an opportunity for a timely resolution that may not require a formalized complaint. In these situations, our intake officers have the authority to seek a “pre-complaint” resolution.

During the pre-complaint process intake consultants have a duty to remain neutral, informing both the Complainant and

Respondent in an unbiased manner. This impartiality helps set the stage for productive conversations. A defensive environment is never the right one for resolution.

In pre-complaint, communication is key. It can help educate and bring about effective resolution. Often, when the *Code* is clarified and explained — and some examples of reasonable accommodation are provided — agreements are made and resolution is achieved.

### “MEN-ONLY” ADVERTISEMENT

Stephanie\* called the Saskatchewan Human Rights Commission with a complaint about an employment ad. While perusing an online job-search site, she saw a posting for a ticket seller position which stated “male only.”

Stephanie contacted the Commission with concerns that this posting was discriminatory. The intake consultant reached out the company that had posted the position, and advised them it was not permissible to advertise in that way. Unless there was a bona fide occupational requirement for the seller to be male, which given the nature of the job seemed very unlikely, all applicants should be given equal consideration. The intake consultant explained this to the owner of the company and informed him precisely how the ad ran contrary to human rights legislation in the province. The owner said he understood and changed the ad the same day.

**Pre-Complaint Resolution:** Less than 24 hours

### LANDLORD REALIZES ERROR OF WAYS

Near the end of a work day, Sally\* called the Commission with a complaint about a text message she received from a potential landlord. The landlord said Sally wouldn’t pass a credit check because she receives disability benefits.

Sally was a home-owner looking for month-to-month accommodations while work was being done to her home in the wake of a house fire. The four-bedroom, pet-friendly place for rent sounded great. Sally's insurance covered living expenses, including rent at the time, so she had guaranteed income. After receiving the text from the landlord, Sally was troubled. So she contacted the Commission wondering if someone could call the landlord to inform him of the *Code*.

The intake consultant who spoke with Sally called the landlord and left a message before going home for the day. The next day, the landlord said that he had realized the error in his ways. He had already reached out Sally and sent her the application forms to be considered for the house. The intake consultant then contacted Sally, who agreed that everything had been worked out.

**Pre-Complaint Resolution:** Less than 24 hours

### RESTAURANT RESTORES HOURS

Janet\* was working at a restaurant and went on maternity leave. One month before the end of her leave, she contacted her employer to let them know she would be returning to work in one month's time.

Janet was told there were no longer many hours available for her. The best they could do would be a 5-hour shift every two weeks. Prior to her leave, Janet had been working 25-35 hours per week. Feeling as though she was being discriminated against, she called the Commission.

The intake consultant who fielded Janet's call contacted the manager of the restaurant and explained an employer's responsibilities under the *Code*.

The manager was unaware that someone returning from maternity leave was entitled to the same hours after their return. He felt it



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was difficult to recruit someone on a temporary basis for one year and struggled to understand why he had to bring the employee back from maternity leave, despite the fact that she was a good employee.

To help explain things, the intake consultant emailed the manager further information about their obligations and more information about the *Code*.

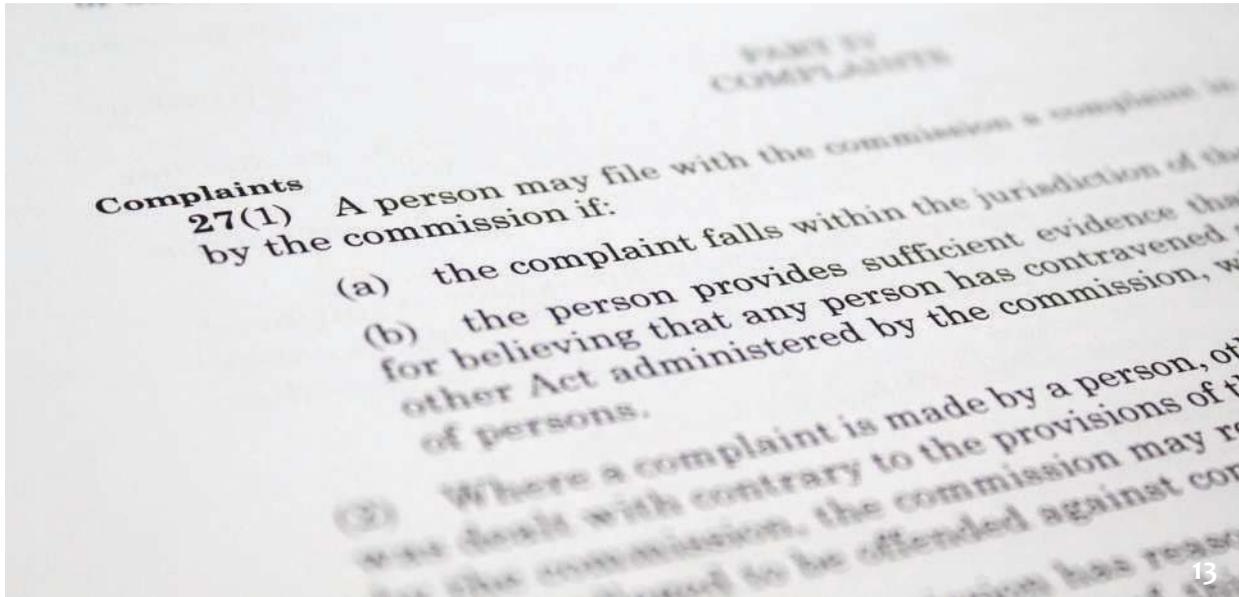
The intake consultant then asked the manager to reach out to the employee if they were willing to facilitate her return to work, informing the manager of a potential complaint if Janet was not returned to a position similar to what she had before her leave.

Not long after that, Janet contacted the Commission to say she'd been invited back to work with the same hours as before.

**Pre-Complaint Resolution:** 4 Days

*\*Names have been changed.*

## Dismissals & No Reasonable Grounds



*The Saskatchewan Human Rights Commission receives hundreds of complaints a year. Not all can be formalized.*

If a person feels someone has discriminated against them, complaints can be made to the Saskatchewan Human Rights Commission via mail, telephone, or email. In-person, or face-to-face, meetings are by appointment only.

Once submitted, the Commission determines if it can formalize a complaint based on provincial legislation. Typically, pursuant to Section 27(1) of the Code, a complaint will be accepted if:

- The complaint falls within the jurisdiction of the commission; and
- The person provides sufficient evidence that reasonable grounds exist for believing that a person has contravened a provision of this Act.

When the SHRC receives a potential complaint, the Commission must carefully consider the allegations. At that point, the Commission decides if there is enough evidence to

believe the Code has been violated based on “reasonable grounds.”

If there is, the complaint will be formalized and the Commission will work to help the parties find an appropriate and timely resolution.

However, not all complaints are accepted and formalized. The reasons for this vary.

### **JURISDICTION**

In certain circumstances, the Saskatchewan Human Rights Commission doesn’t have jurisdiction to accept or formalize a complaint.

If a person feels they have been discriminated against while receiving service from a federal public office, or during employment as a federal employee, or a federally regulated private company such as a bank, airline, or telephone company, the complaint is in the jurisdiction of the Canadian Human Rights Commission, and not the SHRC.



### TIME

The Commission is not obligated to accept a complaint that is more than a year old. Pursuant to Section 27(5) of the *Code*, “the commission shall refuse to accept a complaint and shall not initiate a complaint if the complaint is made more than one year after the person making the complaint became aware, or should have been aware, of the alleged act of discrimination.”

However, in accordance with Section 27(6) of the *Code*, the Commission may, under certain circumstances, accept a complaint after one-year period has passed if the Chief Commissioner deems it appropriate to do so.

### OUTSIDE AGENCIES

An intake consultant can refer the complaint to another government agency or service provider if their help would be more appropriate. For example, if the complaint is criminal in nature, the intake consultant will advise the complainant to contact the police. If the complaint involves workplace harassment, under certain circumstances, the consultant may tell the complainant to talk to Occupational Health and Safety. In every instance, the intake consultant will do their best to ensure the information is accurate and is delivered quickly as possible.

### REASONABLE GROUNDS

In order for the Commission to accept a complaint, the alleged facts must support a reasonable inference that *The Saskatchewan Human Rights Code* has been violated.

If, after careful consideration, the evidence provided is insufficient to establish adverse treatment or discrimination based on any prohibited ground, the Commission cannot accept the complaint.

However, if a complainant wishes to provide further information or evidence to substantiate their claim, the Commission will wait up to 14 days before it presumes the complainant does not wish to proceed any further with the process.

### DISMISSAL

Even if a complaint is formalized by the Commission, there is still a chance it may be dismissed. Throughout the review process, Section 27 of the *Code* gives the Chief Commissioner the authority to dismiss a complaint, at any time after a complaint is filed or initiated. The Chief Commissioner may find, after careful consideration, that the complaint is without merit, that it raises no significant issues of discrimination, or that the complaint has been appropriately dealt with pursuant to another Act or proceeding.

### DEFERRAL

The Chief Commissioner can also elect to defer a complaint to another process he feels can offer a more appropriate remedy.

For instance, an individual whose employment was terminated might have previously initiated a union grievance process in addition to filing a human rights complaint. In this case, the Chief Commissioner can defer the Commission’s complaint process in order to determine if union-employer negotiations will achieve an outcome that would otherwise meet the objective of the *Code*.

## Pillar 3 - Systemic Advocacy

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*Systemic advocacy is intended to address systemic discrimination — working collaboratively with stakeholders helps everyone.*



When groups of people in Saskatchewan face a similar issue that falls under *The Saskatchewan Human Rights Code*, the Commission may be able to address those concerns systemically. Systemic advocacy addresses discrimination that is known to, or has the potential to, affect groups of people based on protected grounds.

Systemic advocacy brings stakeholders together and empowers them to achieve solutions. It is an inclusive, collaborative approach to finding appropriate resolutions and affecting positive, far-reaching change.

### DEAF AND HARD OF HEARING ADVOCACY

Following the publication of the “Access and Equality for Deaf, deaf, and Hard of Hearing People: A Report to Stakeholders” in 2016, the Saskatchewan Human Rights along with community stakeholders created the D/deaf and Hard of Hearing Stakeholder Advisory Committee.

The first order of business was to create Terms of Reference for the Committee. This document would be a template for the Committee to foster respectful, collaborative, and structured systemic advocacy that could recognize the needs, interests, and capabilities of the deaf and hard of hearing community.

The group discussed priorities for research and action. Primary discussions focused on the need for early detection and assistance, the needs of children in schools, and the transition from schools. The members discussed the need for additional Indigenous representation and for information from the Ministry of Education.

Later in the fiscal year, the committee agreed to focus on issues related to, and the needs of, Pre-Kindergarten children. To that end, the Ministries of Health and Education gave “broad strokes” presentations on the work they are doing for this age group. The Ministry

of Health has indicated that the amalgamation of health regions is likely to affect services for the Pre-Kindergarten age group. The Ministry of Education confirmed its support for early-years education.

### ACCESSIBLE TRANSPORTATION SYSTEMIC ADVOCACY PROJECTS

For several years, the Commission has provided feedback on the City of Saskatoon's efforts to provide automated and visual bus announcements — technology that enables passengers with disabilities to either hear and/or see transit stop information. On August 17, 2017, a member of the Commission's systemic advocacy team attended a demonstration/ride-along test of this new technology. Community stakeholders also in attendance included the Saskatoon Council on Aging, the Alliance of Blind Canadians, the CNIB, and the Bus Riders of Saskatoon Advocacy Group.

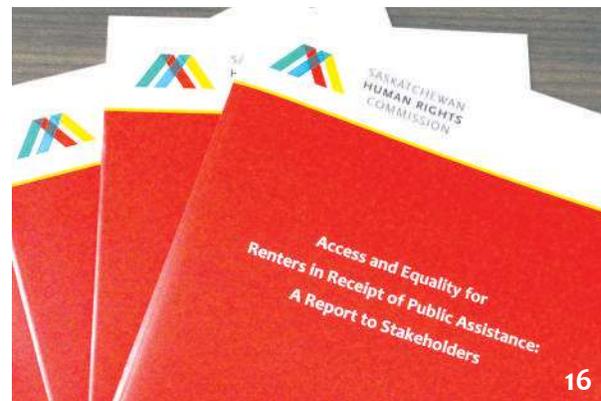
During the ride-along, feedback was provided to City officials, particularly on volume levels of the announcements and clarity of speech (for those who use English as a second language.)

The Commission's objective is to leverage its ongoing commitment to the Saskatoon transit system — along with completed work with Regina's paratransit — to facilitate the creation of a provincial standard. Working with major provincial paratransit service providers, the Commission created proposed standards that have been delivered to administrators from the Transit Assistance for People with Disabilities (TAPD) program.

### DISCRIMINATION IN HOUSING

In response to inquiries received from advocates working with renters receiving public assistance in Saskatoon, the Commission launched a systemic advocacy initiative to address discrimination in housing.

Advocates from multiple agencies told the Commission their clients were facing issues



such as discriminatory advertising for rental accommodation, landlords refusing to rent to people in receipt of public assistance, and income or damage deposit requirements that, in effect, prohibit those in receipt of public assistance from obtaining housing. People in these situations are especially vulnerable to becoming homeless if they are evicted, so they are often hesitant to complain on an individual basis.

Working with several community organizations, the Commission hosted four public consultations and heard from dozens of renters affected by discrimination, as well as several agencies working with this population. They spoke of their lack of affordable housing options, the inadequacy of some of the rental accommodation available to them, and policy barriers to securing and maintaining housing, as well as direct discrimination by landlords.

The Commission is preparing a report on the initiative, "Access and Equality for Renters in Receipt of Public Assistance: A Report to Stakeholders." Drafts of the report were reviewed, information in the report was verified with stakeholders, and a timeline for stakeholder follow was set. The report — set to be released in May, 2018 — addresses the discrimination and inequity experienced by people with disabilities, Indigenous persons, and people marginalized by mental health and addiction issues.

## The Saskatchewan Bill of Rights Act



### ***The Saskatchewan Bill of Rights Act turned 70 years old. It was the first legislation of its kind in Canada.***

Seventy years ago, the *Saskatchewan Bill of Rights Act* was introduced to the provincial legislature. The bill was the first legislation of its kind in North America. Under its aegis, people of Saskatchewan were provided with inalienable democratic freedoms like the freedom of expression and association, freedom from arbitrary imprisonment, and the right to vote.

The bill also stated that — regardless of race, colour, creed, religion or nationality — it was the right of every person in Saskatchewan to:

- Engage in any occupation or enterprise,
- Be a member of any professional or trade association,
- Rent or purchase any property,
- Receive education in schools and

universities, and

- Be given service in public places such as restaurants and hotels.

It is important to take a moment to consider the conditions and context in which a bill like this was born. It was two years after the Second World War; one year before the General Assembly of the United Nations adopted the Universal Declaration of Human Rights. At the time, the *Saskatchewan Bill of Rights Act* was groundbreaking.

Canada during the 1940s was a much different place than it is now.

It was a place where everything from denial of employment to refusal to provide service in a restaurant on religious or racial grounds was legal across the country. Racism, prejudice, and

discrimination in the 40s was commonplace. However, the wheels of change were in motion.

The atrocities of the Holocaust brought about a stark realization in the international community. No longer would it be enough to respect fundamental rights. Policy makers felt it was imperative that the rights of all members of the human family be defined and, more importantly, protected.

Saskatchewan Premier Tommy Douglas was a staunch supporter of this idea. His desire for a more tolerant, accepting society was unwavering. His commitment to a multicultural Canada, an undeniably essential step in preparing the grounds for the *Saskatchewan Bill of Rights Act*.

But it was another person — Morris Shumiatcher — who was a pivotal figure behind drafting and implementing the bill.

A Jewish man from Calgary, Shumiatcher was no stranger to discrimination. He witnessed it firsthand from a young age and understood his experience was by no means an isolated incident. There were problems in society that needed to be solved.

After the CCF was elected in 1944, Premier Douglas invited Shumiatcher to become Saskatchewan’s Law Officer to the Attorney General. He accepted and immediately set about drafting a plethora of statutes, including the *Saskatchewan Bill of Rights Act* which he hoped would “lay the foundation for a better society — not only in Saskatchewan but throughout Canada.”

With the help of the Canadian Jewish Congress and the Commission of Law and Legislation of the American Jewish Congress, the draft was finalized.

Then, in 1947, after many heated debates the bill was passed into law by unanimous vote.



Saskatchewan’s march to wide-ranging human rights did not end there:

- In the 1950s, Saskatchewan expanded equality rights with the *Equal Pay Act, 1952* (which prohibited employers from paying women less than men), *The Fair Employment Practices Act*, and *The Fair Accommodation Practices Act* (which expanded the prohibitions against discriminations in employment.)
- In 1972, the province took another step in the protection of rights by establishing the Saskatchewan Human Rights Commission.
- In 1979, *The Saskatchewan Human Rights Code* came into effect.
- In 1989, mental disabilities were added to the Code as prohibited grounds.
- 1993 saw sexual orientation, as well as, family status and receipt of public assistance added as grounds.
- In 2014, gender identity became a prohibited ground.

Over time, changes have been made to *The Saskatchewan Human Rights Code* to better protect the individual dignity, fundamental freedoms and equal rights of Saskatchewan citizens.

## Pillar 4 - Public Education

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*Public education is an effective way to inform children, youth, and adults about their rights and responsibilities.*

### HOLOCAUST EDUCATION

On March 15, 2018, more than 2,000 students from the Greater Saskatoon Catholic and Saskatoon Public Schools convened at the Cathedral of the Holy Family to hear the powerful testimony of Holocaust survivor Robbie Waisman.

Mr. Waisman was just a boy when Nazi forces invaded his homeland of Poland and sent he and his family to the Buchenwald concentration camp. During his presentation, Mr. Waisman talked about losing six members of his immediate family to the holocaust, about the horrors he witnessed, and the need to remember.

“Imagine being a 14-year-old boy, imagine having been in hell for over four years,” he

told the students. “Being starved, emotionally exhausted, physically weak, deprived of every human emotion. Imagine being so brutalized, so dehumanized that you begin to believe you are no longer human ... I don’t tell you these things to sadden you, but to empower you. I have an obligation to speak for those who are not here. To inoculate, especially young people, against hatred and discrimination.”

The Saskatchewan Human Rights Commission partnered with both school divisions, Congregation Agudas Isreal and Think Good. Do Good. to support this event.

### RAOUL WALLENBERG DAY

On January 23, at the Chief Whitecap School in Saskatoon, Chief Commissioner Arnot spoke to a gymnasium full of students during the



annual Raoul Wallenberg Day commemoration ceremony.

The Chief Commissioner reminded students that each and every person in the gym had the power to make a difference. He implored them to do the right thing, even if the right thing was difficult. And he challenged them to embrace diversity, to know and understand their rights, to act on their responsibilities as citizens, and to show respect:

“Take a moment and look around. Notice how no two people are the same. Your friends and classmates come from all different backgrounds, different cultures, different religions. It is this difference, this diversity, that makes our country great. Please, embrace it. Please treat others the way you wish to be treated. And please help others whenever the opportunity arises.”

### INTERNATIONAL DAY FOR THE ELIMINATION OF DISCRIMINATION

On March 21, 2017, Commissioner Fatima Coovadia spoke to a group of 140 students at Persephone Theatre in Saskatoon on

the International Day for the Elimination of Discrimination.

Commissioner Coovadia told the students about the Apartheid system of government she grew up in and how they were forced to live, learn, even play in areas that separated people by skin colour. She explained the historical significance of the day they were celebrating and stressed the importance of education:

“Education is the most powerful weapon we have to combat racism and discrimination. Nobody is born hating another person because of the colour of their skin or their religious beliefs. People are taught to hate. And if that’s the case, then people can be taught to love. They can learn tolerance and empathy, understanding and respect.”

Student videos about racism were shown then the students broke off into small groups to talk about discrimination in Saskatchewan and what could be done to help eradicate it.

Later, during a meeting at Saskatoon City Hall, a small group of those students presented their findings and recommendations to Mayor Charlie Clark. The he students maintained that more and better education and more courageous conversations were needed to help abate the racism they see in the province.



## Pillar 4 - Citizenship Education



*The citizenship education resources are finding their way into classrooms across the province and becoming part of discussions taking place across Canada.*

On October 30, 2017, 300 people were on hand at TCU Place in Saskatoon for “An Evening In Support of Conventus.”

The purpose of the event was two-fold: to celebrate the official launch of the Conventus Citizenship Education Foundation and to honour the cornerstone donation to the foundation from Elaine and Sherwood Sharfe.

The Honourable Don Morgan — who, at the time was Deputy Premier for the province of Saskatchewan and Deputy Minister of Justice — brought greetings, commending the generosity of the Sharfe’s, whose cornerstone donation of

\$1 million helped make Conventus a reality.

“It is clear to Elaine and Sherwood Sharfe that being a citizen means investing in spiritual, artistic, and intellectual landscape of the community,” said Mr. Morgan. “I am proud to call them fellow Saskatonians.”

Later in the evening, Chief Commissioner Arnot — who initiated the Conventus Citizenship Foundation in consultation with educators, students, classroom teachers, community and government leaders, and other stake holders — “officially” launched Conventus.

“We are truly proud of the world-class resources now available to teachers,” said the Chief Commissioner. “Our belief in the value of what we were doing was unshakable from the beginning. But discovering such enthusiastic reactions and endorsement from across the country and around the world was good reinforcement, and it inspires us going forward.”

Deputy Minister for the Saskatchewan Ministry of Education, Rob Currie also spoke to those in attendance, giving warm words of support for the foundation. He echoed the “world-class” nature of the citizenship education resources and spoke about what the future may hold for the program, saying:

“While the Conventus citizenship teaching resources are classroom-ready, we all know the purpose of the Conventus Foundation is just beginning: to continue to develop and spread these invaluable resources throughout the province, and ultimately perhaps, the world.”

### CONVENTUS CITIZENSHIP EDUCATION FOUNDATION

The Saskatchewan Human Rights Commission established the Conventus Citizenship Education Foundation to educate and empower individuals to understand their rights and to be responsible, respectful, and participatory citizens committed to justice in our multicultural, pluralistic society.

To do that, ready-to-use resources for all Kindergarten to Grade 12 classrooms were created. These resources introduce important citizenship concepts early in a student’s schooling. Each year, students’ understanding increases incrementally through the use of grade-appropriate resource material that support the existing curriculum.

The objective of the K-12 resources is to improve the understanding of what it means to be a Canadian citizen and to promote the Three R’s — Rights, Responsibility, Respect.

The outcome will be graduates who have a functional knowledge and understanding of their rights and responsibilities of Canadian citizenship, who display a genuine respect for others, and who have a fundamental commitment to making the world a better place.

Over the course of an academic career, the Citizenship Education Program is designed to produce:

- Citizens who are enlightened, ethical, empathetic, empowered, and engaged;
- Citizens who continuously strive to understand the dynamics of change in society and critically seek new information to make reasoned and unbiased decisions;
- Citizens brave enough to declare moral imperatives and courageous enough to have conversations that matter; and
- Citizens eager to learn about social issues and tackle complex civic problems while sustaining and growing their commitment to our multi-cultural, multi-ethnic, multi-theistic society.



## Individual vs. Systemic Complaints

Both type of complaints aim to reduce discrimination



The Saskatchewan Human Rights Code allows the Commission to tailor its process to the needs of each complaint that is formalized. Sometimes the Commission deals with complaints on an individual basis, other times, when complaints affect a group of people, a systemic approach is taken.

### INDIVIDUAL COMPLAINTS

If you think someone has discriminated against you, you may make a complaint within one year of the incident. However, pursuant to para 33 of *Moore v. British Columbia (Education)* 2012 SCC 61 (*CanLII*), for the Commission to proceed with an individual complaint, the individual must experience adverse treatment and the adverse treatment must be connected to the complainant's own protected characteristic.

Association with someone who possesses a protected characteristic and who experience adverse treatment is not discrimination under the Code.

That doesn't mean the complaints of this nature are dismissed outright.

### SYSTEMIC COMPLAINTS

Through systemic advocacy the Commission can achieve the broad purposes of the Code by addressing important human rights issues for groups of people other than through individual complaint processes, traditional public education, or equity programs.

A systemic initiative differs from an individual complaint process in several ways. Broadly speaking, these systemic initiatives address discrimination for groups (or cohorts) of people, they usually involve stakeholders working collaboratively, and they are not focused on individual compensation.

Instead, systemic advocacy helps make changes in policy, action, or circumstance that address discrimination and inequity.

## Courageous Conversation Series



Heather Kuttai, “Disabled Relationships”,  
June 5, 2017



Harold Johnson, “Fire Water”, June 27, 2017



Faye Davis, “Sexual Assault and the Criminal  
Justice System,” November 15,



Dr. Erika Dyck, “ Disability, Mental Illness,  
and Eugenics in Canada,” December 7, 2017



Dr. Eric Howe, “Indigenous Demographics  
and Future Prosperity,” January 24, 2018



Dr. Jacqueline Ottmann, “Indigenization of  
the U of S,” March 22, 2018





...askatchewan Treaty Land Endowment  
 ...network Agreement, September 22, 1992  
 "In the spirit of reconciliation between the  
 ..."  
 Chief Richard Snow (1992)

Treaty Commissioner David Aron —  
 1996-2007  
 "We need to rethink the coverage of Treaty  
 ...  
 Treaty Commissioner David Aron  
 ...





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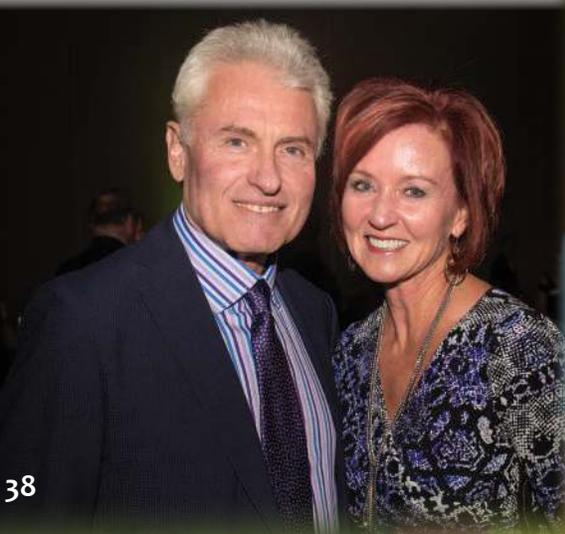
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## Responding to Employer Questions

*In 2017-18, a Commission intake consultant fielded over 400 questions from employers; many concerns are about accommodating disability.*

Every year, the Saskatchewan Human Rights Commission receives hundreds of inquiries from businesses, service providers, and other employers. These inquiries range from questions about sick employees to questions about disability and accommodation.

Since 2013, the Commission's expertise in these matters has been available to employers seeking information about human rights.

The following are four examples of the most frequently asked questions from the 2017-2018 fiscal year:

**1. Our company would like to hire more Indigenous people – are we allowed to preferentially hire them?**

There are several sections of the Code which provide for lawful preferential hiring on the basis of a typically prohibited ground. Section 47 and 48 of the Code provide a framework for “employment equity” hiring practices. The Commission's Equity Partners Program assists employers with these issues.

**2. My employee is off work due to an injury that is not work-related. Can I terminate them?**

While the Worker's Compensation Board covers employees who are sick or injured in the workplace, the Code applies to all disabilities whether acquired at work or elsewhere. This includes disabilities acquired by the employee before they began working for a company or organization.

**3. I have an employee who has been away from work because of illness for more than 12 weeks. Is it legal to terminate their employment?**

There is no maximum amount of time that an employee can be away from work due to

disability. It is important to understand that the definition of disability is broad, and terminations in these circumstances may violate the Code. There is no arbitrary amount of time that must pass before an employee can be summarily dismissed for an absence due to disability.

**4. My employee is sick or has a disability. What kind of medical information can I request from my employee?**

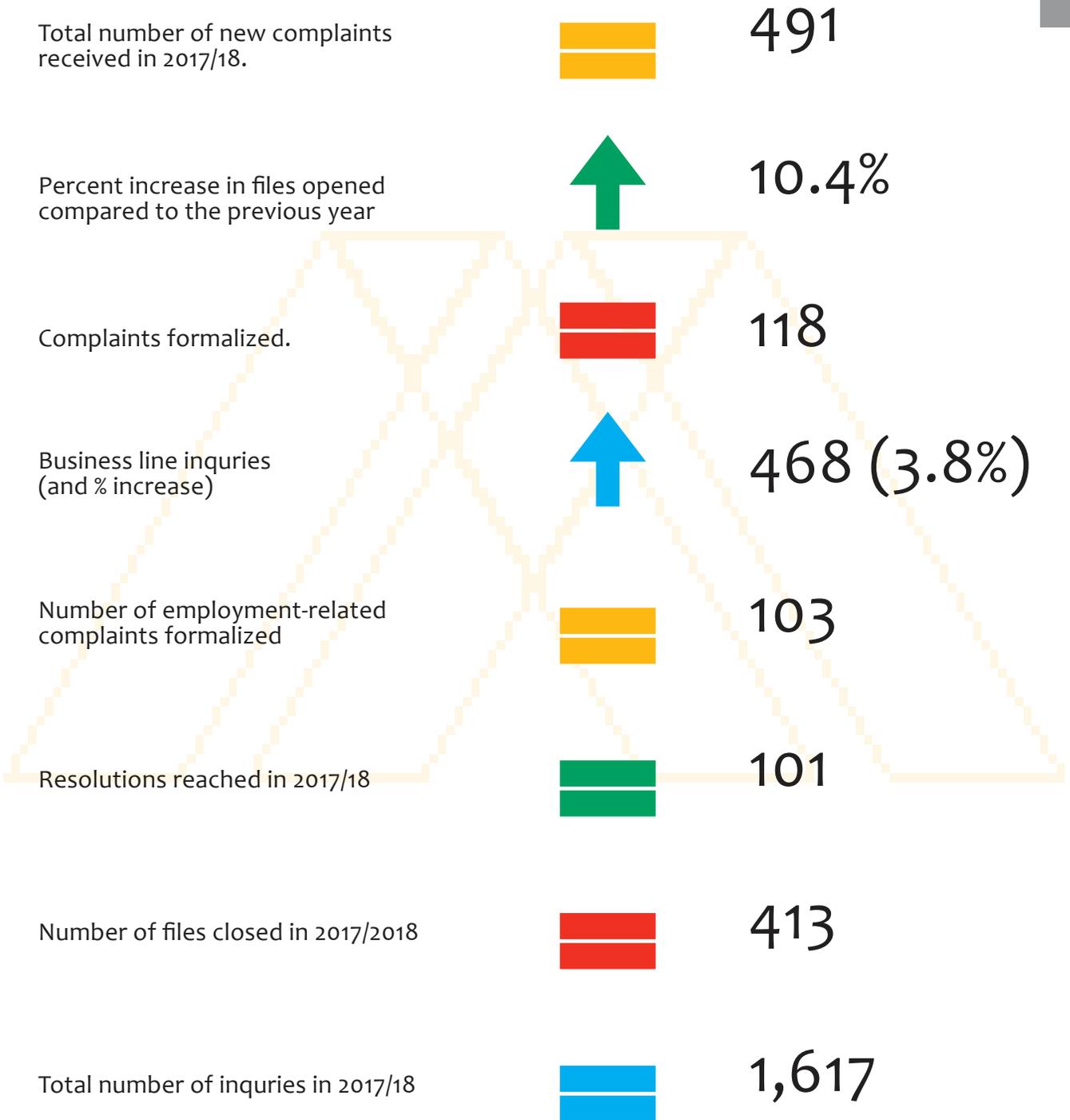
For the purposes of assessing an employee's accommodation request, an employer is entitled to clear and credible information that supports the request. Often, the employee's doctor or other medical professional will provide a written description of the limitations or restrictions for the employee (e.g., “no lifting of an object that weighs more than 10 kg over shoulder height”).

The documentation might offer a prognosis for recovery, or suggestions for a gradual return-to-work (e.g., “the patient can work 4 hours a day this week, returning to full-time hours the week following”). An employer may also need to know information about the possible impact of medication on an employee's work performance or abilities. **An employer is not entitled to a diagnosis.**

**5. My employee is seeking an accommodation that does not seem reasonable, but claims it is the law that I give in to their request. Is this correct?**

Employers are required to accommodate an employee for their disability, up to the point of undue hardship. Furthermore, the requested accommodation must arise from a need related to the disability. If it is not obvious how a requested accommodation will meet the needs of an employee's disability, the employer may inquire further.

## By the Numbers



Total number of new complaints in 2017/2018:

491

Total number of complaints formalized in 2017/2018:

118

Table 1: Summary of Complaints Formalized April 1, 2017 to March 31, 2018 by Grounds<sup>1</sup> and Category

CATEGORY	Age	Aboriginal Ancestry	Other Ancestry <sup>2</sup>	Marital Status	Disability	Religion <sup>3</sup>	Sexual Harassment	Sex / Gender / Other	Sex / Pregnancy	Family Status	Sexual Orientation	Public Assistance	N/A / Other	Total Grounds	Grounds Cited
	Education	0	0	0	0	1	0	0	0	0	0	0	0	0	1
Employment	8	5	5	3	55	5	12	2	17	10	1	0	2	125	86.2%
Housing	0	0	0	0	3	0	0	0	0	0	0	1	0	4	2.8%
Public Services	1	2	1	0	6	1	0	1	0	0	0	1	0	13	8.9%
Purchase of Property	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0%
N/A	0	0	0	0	0	0	1	0	0	0	1	0	0	2	1.4%
Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0%
TOTAL GROUNDS	9	7	6	3	65	6	13	3	17	10	2	2	2	145 <sup>1</sup>	100%
% Grounds Cited	6.2%	4.8%	4.1%	2.1%	44.8%	4.1%	9.0%	2.1%	11.7%	6.9%	1.4%	1.4%	1.4%		
% Total Complaints	7.6%	5.9%	5.1%	2.5%	55.1%	5.1%	11.0%	2.5%	14.4%	8.5%	1.7%	1.7%	1.7%		

Notes:

<sup>1</sup> Some complaints allege several grounds of discrimination. For this reason, the total number of grounds cited (145) exceeds the total number of complaints formalized (118).

<sup>2</sup> Other Ancestry includes colour, nationality, place of origin, race, and perceived race.

<sup>3</sup> Religion includes creed.

TABLE 2: Files Opened and Closed

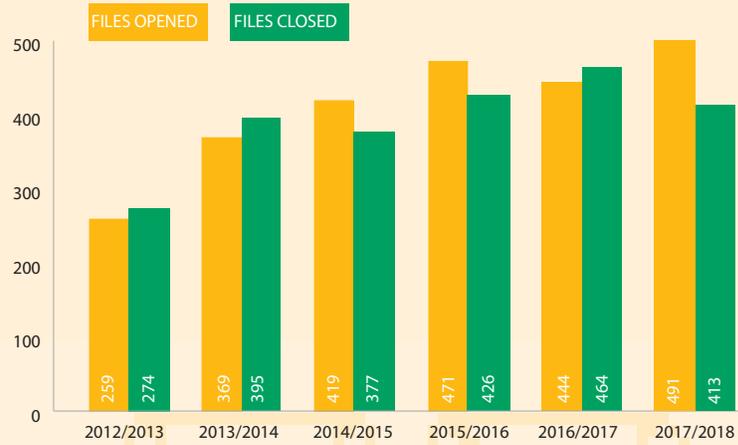


TABLE 3: Disposition of Complaint Files

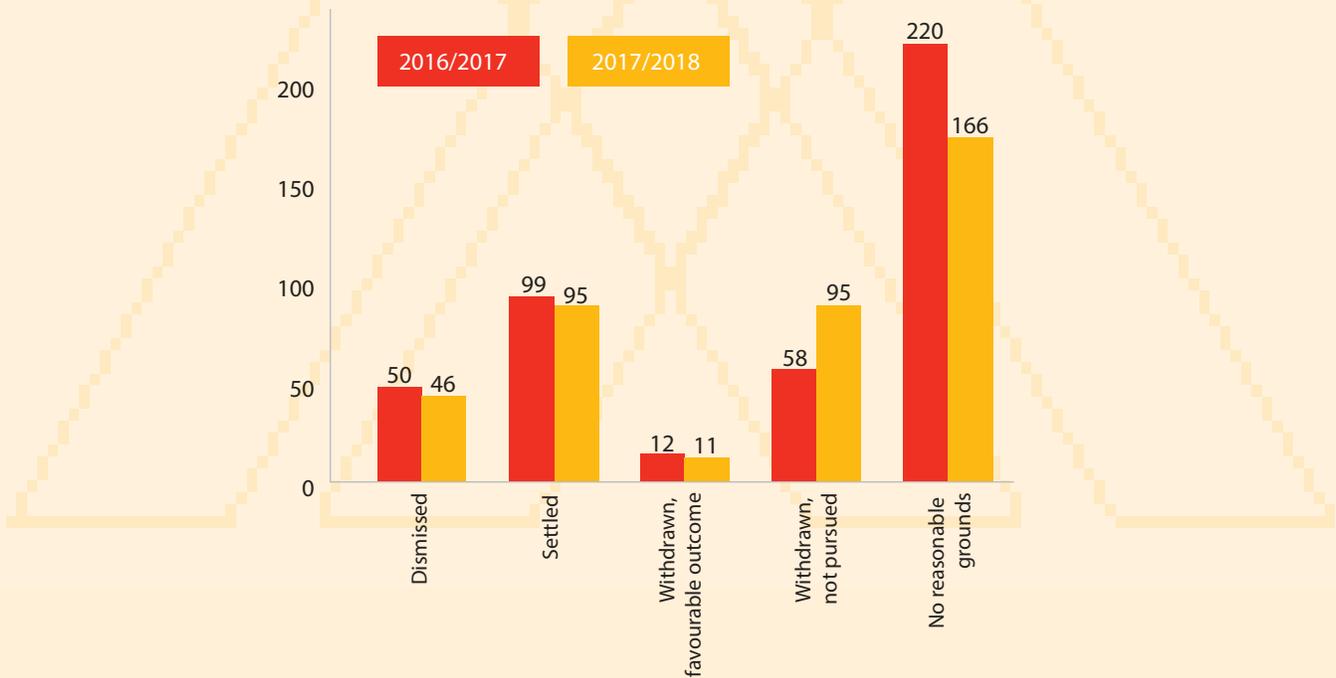


TABLE 4: Finances

In 2017-2018, the Commission had an approved budget of \$2,406,000.

	2014-2015	2015-2016	2016-2017	2017-2018
Salaries, Benefits and Honouraria	\$1,963,000	\$2,003,000	\$2,218,000	\$2,218,000
Operating	\$188,000	\$188,000	\$188,000	\$188,000
<b>Total</b>	<b>\$2,151,000</b>	<b>\$2,191,000</b>	<b>\$2,406,000</b>	<b>\$2,406,000</b>

## Commission Changes

### *The Commission welcomed the appointment of Fatima Coovadia and bid adieu to Paul Favel, Q.C., who was appointed to Federal Court*



The Saskatchewan Human Rights Commission is pleased to announce the appointment of Dr. Fatima Coovadia as a new Commissioner. The Government of Saskatchewan made the 5-year appointment in January 2018.

“Dr. Coovadia is an ardent advocate of social justice who has worked diligently to build a harmonious, diverse and vibrant citizenry in this community,” said Chief Commissioner David Arnot.

“Her commitment to equality and inclusion will help the SHRC in the pursuit of its public education and complaint resolution mandates.”

Dr. Coovadia has a Bachelor of Dental Surgery degree as well as a Masters of Health Administration. In concert with the “Think Good. Do Good.” organization, she has worked in classrooms in both the Saskatoon School Division and the Saskatoon Greater Catholic School Division building knowledge, empathy, and understanding for all citizens in this community.

She is also a leader in the Islamic Association of Saskatoon, serves on the Board of the Remai Modern.

“I am incredibly grateful and thankful to both Justice Minister Don Morgan and Chief Commissioner David Arnot for this appointment and privilege,” said Dr. Coovadia. “I look forward to contributing to and building on the great work of the Commission.”



On November 29, the Honourable Jody Wilson-Raybould, Minister of Justice and Attorney General of Canada, appointed Mr. Paul Favel, Q.C., to the Federal Court. Mr. Favel’s appointment is effective December 11, 2017.

“On behalf of the Saskatchewan Human Rights Commission, I offer my heartfelt congratulations to Deputy Chief Commissioner Favel,” said David Arnot, Chief Commissioner of the Saskatchewan Human Rights Commission.

“I have had the distinct pleasure of working with Mr. Favel for nearly 25 years. His integrity, his consummate sense of fairness, and his

professionalism will make him an outstanding jurist.”

Mr. Favel joined the Commission in June 2011, and he has served as the Deputy Chief Commissioner of the Saskatchewan Human Rights Commission since that time.

He is a highly regarded lawyer and has served as a partner at a Saskatoon-based law firm for over a decade.

“Paul has been a strong advocate for human rights, offering an important perspective on some of the most dynamic issues facing our province, and helping to transform the Commission,” said Chief Commissioner Arnot.

“We thank him for his excellent service to the people of Saskatchewan and to the Saskatchewan Human Rights Commission.”

## The Commission

The 2017-2018 Commission staff include individuals working on full-time, part-time, casual, and temporary bases;



Front (left to right): Julian Bodnar, Sheena McCallion, Shade Adeagbo, Jocelyn Putland Wiebe, Dianne Jones, Connie Windecker, Adam North, Tomi Adebisi, Norma Gunningham-Kapphahn, Andrea Papouches, Darrell Seib, Ken Truong.

Rear (left to right): Amjad Murabit, David Katzman, Scott Newell, Robin Mowat, David Arnot (Chief Commissioner), Meghan Seidle, Andrea Halstead, Lewanna Dubray, Nicole Rimmer, Adam Hawboldt

Missing: Clint Pederson, Karen Materi, Paula Jane Remlinger, Robin Burlingham (on leave), Ryan Kennedy, Daniel Kuhlen, Leigha Howie, Bill Craik, Julie Fendelet, Laurie Adrian Rude, Andrew Livingston, Ryan Kennedy, Lola Ayotunde, Leah Howie .



**Commissioners\***  
Colleen Cameron  
Fatima Coovadia  
Jan Gitlin  
Heather Kuttai  
Michael San Miguel  
Barry Wilcox, Q.C.

*\*Commissioners are appointed by an Order in Council*

## In Memoriam



***Bruce Gordon 1962-2017***

It is with great sadness and a heavy heart that we say goodbye to our friend Bruce Gordon. For two years, Bruce worked with the Commission as a complaint investigator. During that time, he displayed professionalism, integrity, and a commitment to fairness and equity. His understanding of the Saskatoon dynamic — the people, places, and issues that drive our city — made him a strong and valuable advocate for human rights in our community.

Given his policing background, it is not unexpected that he would display these qualities. But with Bruce, there was always something more. Bruce always went above and beyond. He was a dedicated team player, contributing to all areas of his colleagues work with keen insight.

While Bruce brought a powerful internal drive to bear on every investigation, course, and task he undertook, he also displayed intense compassion for people. Human rights complaints often involve people who have lost their careers, people who have lost standing in the workplace or community, people who have

had their sense of self and dignity diminished. With every investigation, Bruce displayed genuine concern and true commitment to the people behind the issues, working tirelessly to understand the breadth and depth of each situation.

It is easy to say someone works tirelessly, but with Bruce it was different. At the same time he was working for the Commission, Bruce was completing his law degree at the University of Saskatchewan. He was a member of the student mediation team that traveled to Paris, where he won the best speaker award. At the same time, Bruce was also training for high-level athletic competitions.

With his keen appreciation for human rights law, his drive to make the community a better place, and his undying compassion for people, Bruce Gordon was an exemplary member of the human family. He represented the best of what it means to be a Saskatoonian in our city and to the world.

He is missed.

Photographic images not otherwise captioned:

COVER: <https://www.istockphoto.com/ca/photo/group-of-diverse-hands-holding-each-other-support-together-teamwork-aerial-view-gm847516586-140431931>

1. Janice MacDonald and Clare Beckton speaking at Everywhere, Every Day Innovating — Women Entrepreneurs and Innovation, March 26, 2018.
2. Lana Wickstrom, Patricia Hanbidge, and Lanis Anothony at Everywhere, Every Day Innovating — Women Entrepreneurs and Innovation, March 26, 2018.
3. Prabha Mitchell at Everywhere, Every Day Innovating — Women Entrepreneurs and Innovation, March 27, 2018.
4. [www.wikipedia/wiki/Mosaic\\_Stadium](http://www.wikipedia/wiki/Mosaic_Stadium)
5. [www.pixabay.com/en/photo/chef](http://www.pixabay.com/en/photo/chef)
6. [www.pixabay.com/en/photo/dreamcatcher](http://www.pixabay.com/en/photo/dreamcatcher)
7. [www.istockphoto.com/ca/photo/handicap5](http://www.istockphoto.com/ca/photo/handicap5)
8. [www.pexels.com/wheelchairsign](http://www.pexels.com/wheelchairsign)
9. Photo illustration by SHRC
10. [www.pixababy.com/en/photo/sorry](http://www.pixababy.com/en/photo/sorry)
11. Photo illustration by SHRC
12. [www.pixabay.com/en/photo/pregnancy](http://www.pixabay.com/en/photo/pregnancy)
13. Photo illustration by SHRC
14. [www.pixabay.com/en/photo/clock](http://www.pixabay.com/en/photo/clock)
15. Photo illustration by SHRC
16. Photo illustration by SHRC
17. Photo illustration by SHRC
18. [www.wikipedia/wiki/Morris.C.Shumiather](http://www.wikipedia/wiki/Morris.C.Shumiather)
19. Robbie Waisman talking to reporters at the Holy Family Cathedral, March 16, 2018.
20. David Katzman speaking at the Annual Holocaust Memorial Service, March 18, 2018.
21. Students presenting at City Hall during the International Day for the Elimination of Discrimination, March 21, 2018.
22. Chief Commissioner David Arnot speaking at An Evening in Support of Contentus, October 30, 2017.
23. Deputy Minister for the Saskatchewan Ministry of Education, Rob Currie, speaking at An Evening in Support of Contentus, October 30, 2017.
24. [www.pixabay.com/en/photo/disability](http://www.pixabay.com/en/photo/disability)
25. Models posing during a fashion show at the Living in Harmony Awards Ceremony, March 21, 2018.
26. Robbie Waisman and Steven Goluboff lighting candles during the Annual Holocaust Memorial Service, March 18, 2018.
27. Prime Minister Justin Trudeau, Chief Commissioner David Arnot, and Mayor Charlie Clark at the Eid al-Adha celebration, August 31, 2017.
28. Commissioner Fatima Coovadia with Heather Fenyés and a group of students at City Hall on the international Day for the Elimination of Discrimination, March 21, 2018.
29. Commissioner Jan Gitlin, Heather Fenyés, Robbie Waisman, Sheena Adams, and Chief Commissioner David Arnot at the Holy Family Cathedral, March 16, 2018.
30. Chief Commissioner David Arnot presenting at the Hindu Society of Saskatchewan Vegetarian Banquet, March 17, 2018.
31. Chief Commissioner David Arnot and Treaty Commissioner Mary Culbertson at the Office of the Treaty Commission, February 7, 2018.
32. Commissioners Michael San Miguel, Fatima Coovadia, and Colleen Cameron with Chief of Police Troy Cooper at the Diversity Breakfast, March 21, 2018.
33. Chief Commissioner David Arnot with Commissioners Fatima Coovadia and Michael San Miguel, Mayor Charlie Clark, Treaty Commissioner Mary Culbertson, and others at city hall to mark the beginning of Cultural Diversity and Race Relations Month, March 1, 2018.
34. Chief Commissioner David Arnot speaking at Everywhere, Every Day Innovating — Women Entrepreneurs and Innovation, March 27, 2018.
35. Chief Commissioner David Arnot and Heather Fenyés presented Nancy Barr with an award WHEN
36. SHRC staff with Shaun Dyer, CEO of United Way Saskatoon and Area.
37. Chief Commissioner David Arnot, Heather Fenyés (Think Good. Do Good.), Elaine Sharfe, Sherwood Sharfe, Commissioner Jan Gitlin, and David Fisher (Contentus) at An Evening in Support of Contentus, October 30, 2017.
38. Leslie Fenyés and Kellie Bell at An Evening in Support of Contentus, October 30, 2017.
39. The Honourable Don Morgan, Q.C. speaking at An Evening in Support of Contentus, October 30, 2017.
40. Shira Fenyés and Hanna Jody entertain the crowd at An Evening in Support of Contentus, October 30, 2017.
41. Bruce Gordon, photo from Facebook.

