

Annual Report 2011/2012



Change and Transition



SASKATCHEWAN
HUMAN RIGHTS
COMMISSION

SASKATCHEWAN HUMAN RIGHTS COMMISSION

Our Mission

To promote and protect the individual dignity, fundamental freedoms and equal rights of Saskatchewan residents.

Our Mandate

- Discourage and eliminate discrimination
- Investigate and resolve discrimination complaints quickly and effectively
- Support and seek remedies for individuals and groups who suffer discrimination
- Promote, approve and monitor equity programs
- Promote research and education strategies to advance the principles of equality and diversity, and to encourage understanding of human rights issues
- Promote leadership on human rights related public policy development and implementation
- Promote advances in human rights legislation and protection



Letter of Transmittal

The Honourable Gordon Wyant, Q.C.
Minister of Justice
Legislative Building
Regina, Saskatchewan

Dear Minister Wyant,

In accordance with section 49 of The Saskatchewan Human Rights Code, it is my privilege to submit to you the 2011/2012 annual report of the Saskatchewan Human Rights Commission.

This report reflects the activities of the Commission from April 1, 2011 to March 31, 2012.

Sincerely,

David M. Arnot
Chief Commissioner

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Message from the Chief Commissioner

Our communities, workplaces and the needs of citizens are changing. Our province is fast becoming more dynamic and diverse. Citizens want and expect their public institutions to be more relevant and more effective in the delivery of their mandates.

In response to this changing context, we have initiated significant changes of our own – beginning with groundbreaking legislation to expedite the resolution of complaints of discrimination. With the passage of Bill 160 this past year, we now have better systems and tools to resolve complaints more quickly, fairly and effectively, requiring us to resort to litigation only when necessary. We also have the means and mandate to engage in broader systemic advocacy where the concerns of multiple person or groups are involved.

With this change in legislation, we have charted a course to become a leader among human rights commissions in Canada. Other changes, introduced this year, will help guide and accelerate us on this path.

FRESH LEADERSHIP

In 2011/2012, we welcomed the appointments of Paul Favel Q.C., Jan Gitlin, Barry Wilcox Q.C. and Nasser Malik as new Commissioners. These four community leaders bring a deep understanding of our province and the role the Commission. They also bring new insights and fresh perspectives that will help revitalize and modernize the Commission for a new generation of Saskatchewan people.

ORGANIZATIONAL RENEWAL

We concluded a review of our organizational structure and capacities in light of our renewed mandate and realigned the Commission's staffing and operations. Although this realignment was challenging for the Commission and the employees involved, we now

have a new structure and new roles that will enable us to deliver on our strategic goals, including a more collaborative and restorative justice model for complaint resolution and the implementation of a new kindergarten to grade 12 program aimed at teaching the rights and responsibilities that come with citizenship.

RECONNECTING WITH STAKEHOLDERS

We continued to strengthen relations and open new channels of communication with our stakeholders, in light of changes to the *Code* and in keeping with our commitment to engage those who represent marginalized and vulnerable people in our community. The changes we proposed to the *Code* were born out of consultations with these diverse groups – and this new legislation has led us to forge new connections. In March, we established a strategic alliance with the Canadian Museum for Human Rights that will see our two organizations partner on the design of a curriculum for our proposed K-12 citizenship education program.

As we move through our next stages of change and transition, know that we will continue to address complaints of discrimination in all its forms – and work equally hard, through education and public programs, to eliminate discriminatory practices in the first place.

As our communities, workplaces and the needs of our neighbours change, we are committed to evolving too – building on our province's proud legacy of human rights promotion, protection and legislation.

Sincerely,

David M. Arnot
Chief Commissioner



Community Engagement

Promoting human rights is key to developing a culture of “one human family” as described in the Universal Declaration of Human Rights and the Saskatchewan Human Rights Code. In keeping with its responsibility to promote understanding and awareness of and compliance with the *Code*, the Commission has an important mandate to conduct public education throughout the province. Public education is delivered primarily through the ongoing development of the Commission’s web site, publications, speaking engagements and presence at community events. The Commission engages in a wide range of educational activities and partnership initiatives, such as public awareness campaigns, presentations, workshops and conferences. In addition, the Commission plans to adopt an e-learning strategy as part of its overall public education program. We will be posting *Code*-related computer-based tools on our web site in the near future to allow for greater access to human rights education across the province.

PREVENTING DISCRIMINATION SEMINAR SERIES

About eighty percent of human rights complaints originate in the workplace, and employers have a responsibility to ensure their workplaces are free of discrimination. Business owners and executives, managers and supervisors, human resource specialists and others with human rights responsibilities, union representatives, employees, and community stakeholders want answers to questions such as:

- What areas and grounds are protected under Saskatchewan’s human rights legislation?
- What are an employer’s legal responsibilities for addressing and preventing harassment and discrimination based on the protected grounds?
- How does human rights legislation affect hiring practices and job requirements?
- What are the legal requirements for employers and service providers to accommodate employees with disabilities or other needs protected under Saskatchewan’s human rights legislation?
- What is undue hardship and when does it apply?
- What is the impact of human rights law on employee benefits?

In addressing this need, from April 1, 2011 to March 31, 2012, the Commission presented 15 workshops in Saskatoon and Regina to approximately 300 participants. Attendees from these sessions have consistently told us they appreciate the positive tone and message of respect and inclusion for all as well as the suggested strategies to create welcoming and respectful workplaces.

TIM WISE – EXPLORING PRIVILEGE LECTURE SERIES MARCH 2012

As part of a continued effort to support diversity, the Saskatchewan Human Rights Commission partnered with over 30 employers, educators and nonprofit community organizations to host a provincial campaign to address racism in Saskatchewan. The campaign was titled, “Looking in the Mirror: a Reflection on Racism”. Renowned anti-racism educator Tim Wise was heard in Regina March 13 and 14, Saskatoon March 15, and Prince Albert April 4 and 5, 2012. Wise proved to be a fiery speaker and is a prolific author who candidly deconstructs race and privilege. With passion and humour, he challenged over 4000 Saskatchewan residents to acknowledge privilege and dismantle racism in their organizations and everyday lives.

DECEMBER 3 – INTERNATIONAL DAY FOR PEOPLE WITH DISABILITIES

On December 3, Saskatchewan Human Rights Commission, and a collaborative partnership network of non-profit agencies that serve individuals with disabilities as well as business and government employers and service providers, hosted a forum to bring awareness to the issues faced by the community of people with disabilities in Saskatchewan. The event was attended by more than 70 community members, and included a workshop, facilitated by the Commission’s Community Engagement Consultant, and featuring “Listen to Dis”, a performing arts collective comprised of artists with disabilities. “Listen to Dis” performed scenarios that highlighted common misunderstandings between people with and without disabilities, and the



Community Engagement



Holocaust Memorial Service, Congress Agudas, Israel, May 15, 2011. From left to right: Ron Gitlin, Jan Gitlin, Robert Waisman, Dr. Leon Bass.



Tim Wise Lecture Series.



Welcoming New Canadians.

audience was engaged to make suggestions that might improve communication and inclusion. The symposium focused on inclusive education and employment.

INTERNATIONAL WOMEN'S DAY

March 8, International Women's Day, remains an important day for reflecting upon and recognizing all women's past and current struggles and achievements, and the contributions women have made and continue to make to society. Although conditions have greatly improved, the Saskatchewan Human Rights Commission still receives complaints from individuals who experience sexual harassment, discrimination because of pregnancy and other forms of sex discrimination. Twenty percent of all complaints received by the Commission over the past year involved discrimination based on gender. In recognition of this reality, events were held in Regina and Saskatoon to promote women's equal rights, human rights, and the contributions and challenges for Saskatchewan women in building a vibrant society in which they are respected.

PREVENTING HARASSMENT IN THE PRIVATE SECTOR

Through public education and training opportunities, the Saskatchewan Human Rights Commission aims to help employers work toward more diverse, inclusive and ultimately healthy work environments. This helps reduce discriminatory workplace practices and prevents incidents of discrimination in the workplace. Requests are received on an ongoing basis from government, businesses, schools and non-profit organizations. Strong demand for these workshops shows

organizations realize human rights education is an on-going process, and continual learning for staff is required. A partnership between the Commission and employers at The Saskatchewan Construction Association, *Associated Mining and Staples/Quill* call centre addressed discrimination in the workplace with pro-active workshops that benefit both the employer and employees. During the workshop human rights facilitators and employees discussed what discrimination and harassment are under the Code as well as respectful workplace behaviour.

EQUITY PROGRAMS

The fundamental purpose of human rights legislation is to protect the rights of all persons to be judged on their own merits and to have equality of opportunity. This requires recognition that past, and current policies, practices and systems have directly and indirectly discriminated against certain groups. In response to this reality, human rights legislation recognizes the need for employment equity and other special programs to overcome historic disadvantage. Equity plans can be combined easily with other positive strategies for creating inclusive workplaces and learning environments.

To date the Commission is pleased to partner with 47 employers and 24 educational organizations to take on the important work of addressing barriers and disadvantages faced disproportionately by some members of Saskatchewan's communities. The Commission's education and employment partners are to be commended on making a marked difference in the



“Fare” treatment for all residents

In June, the Saskatchewan Human Rights Commission participated in a joint announcement ushering in a change to the \$17.00 fee charged to Saskatoon taxi riders with physical disabilities.

The decision to eliminate the special fare came after disability rights advocates raised the issue with both the City of Saskatoon and the Commission. After a review by City Council, and conversations with local taxi providers, the differential fee was scrapped – ensuring that all customers will now be charged the same fare to take a taxi in the city.

“This is a great example of systemic advocacy at work,” remarked Chief Commissioner David Arnot at the announcement. “This approach reaches further than the individual complaint-based model where only one person benefits from changes to the system.”

“It also demonstrates that problems can be solved without engaging our formal complaint processes and procedures. Open dialogue should be first among many options before people turn to the Commission or the courts for resolution.”



Community Engagement



International Day for the Elimination of Racial Discrimination: Michael Miguel (Saskatoon Filipino Canadian Society), Kabir Chughtai (Saskatoon Ahmedian Community), Jan Gitlin and Nasser Malik (SHRC Commissioners), Paul Merriman (MLA) March 2012.



National Aboriginal Day, June 21, 2011: Monica Goulet and Cst. Hal Lam of the Saskatoon City Police Service.

lives of disadvantaged groups. Through Commission-fostered initiatives, they create inclusive working and learning environments that allow Saskatchewan to benefit from the perspectives and strengths of all Saskatchewan's people.

WELCOMING NEW CANADIANS

The Commission was pleased to partner with the immigrant community of Saskatchewan providing workshops, educational resources and participating in formal welcome ceremonies for new Canadians. A partnership with settlement agencies across the province and the Regina Building Citizenship committee saw the Commission engaging with the newest residents of Saskatchewan through training addressing cultural conflict and rights and responsibilities in the context of Saskatchewan public services, workplaces and educational institutions. This work made it easier for new citizens to share their stories, compare their experiences, and reflect on what it means to be an active and engaged Saskatchewan citizen.

SUPPORTING EMPLOYEES WITH DISABILITIES

January 2012 saw the official launch of a new Disability Support Network for government employees. The government, as an Equity employer, formally endorsed a network created by a group of employees with disabilities in government. In expressing the importance of this initiative, June Draude, Minister Responsible for the Public Service Commission, indicated, "We need to ensure our programs and services are responsive and relevant to all people of the province, and the Disability Support Network can play a key role in that". The DSN stands as a new tool to provide peer support, education and awareness to employees with disabilities as well as opportunity to offer insight or recommendations to senior management and other stakeholders who wish to consult with this group.



Complaint Resolution

Complaints were up 18% at the Commission this year with the total number received being 218. Inquiries also increased 28% from the previous year. The top three areas in which complaints arose were in employment (63.3%), public services (20.2%) and education (3.5%).

Discrimination complaints based on disability continue to lead the stats at the Commission at around the same level as previous years at 47%. In addition allegations of discrimination filed related to sexual harassment, gender and pregnancy together were just over 25% of all complaints filed. Complaints of discrimination based on Aboriginal Ancestry represented almost 12% of complaints filed this year. Most of these complaints arose in public services or in employment. This is a 100% increase from the 5.9% registered in the previous year, but substantially lower than the over 30% registered in fiscal years 2008/09 and 2009/10.

The Commission continues to be surprised at the numbers of complaints of discrimination related to pregnancy. Over the past 5 year period these complaints have averaged above 10% of all complaints. More education of employers is needed to provide pregnant women with the assurance that their employment is not vulnerable to termination when they become pregnant or while on maternity leave. There are very few valid reasons for terminating someone's employment due to pregnancy or maternity leave. Exceptions for pregnant women may include health concerns verified by the employee's doctor or where accommodating the pregnant employee results in an undue hardship for the employer. *The Saskatchewan Human Rights Code* and *The Labour Standards Act* both protect a woman's right to take time off to have children and raise a family.

Twice as many files were closed by settlement between the parties rather than through investigation. This is in keeping with the Commission's increased focus on settling files earlier and in a process where the parties to a complaint work out a resolution together. Mediated settlements are almost always faster and more satisfactory to both complainants and respondents. The Commission is preparing to increase its staff complement of mediators in the near future.

In 2011/12, Commission staff members continue to focus their efforts on mediation at various points in the complaint resolution process including at the pre-complaint stage before they become formalized (served on a respondent). A quick discussion of the issues and some human rights information is often enough to help disputing parties determine their own solutions to a problem in a cooperative manner.



Partners in Human Rights Promotion

The Commission has joined forces with the Canadian Museum for Human Rights in Winnipeg to develop a curriculum to teach students about the evolution and importance of human rights legislation in Canada and around the world. The relationship was cemented with the signing of a strategic alliance in March.

“We are delighted to work with a recognized international leader in human rights promotion and public education,” said Chief Commissioner David Arnot at the signing ceremony. “Our work

together will help launch a component of our proposed citizenship education program for K-12 students across Saskatchewan.”

Scheduled for completion in 2012, the Canadian Museum for Human Rights will offer visitors exhibits, lectures and programs focused on Canada’s legacy in human rights protection and engaging students in a variety of human rights subjects. Stuart Murray, President and CEO, signed the strategic alliance on behalf of the museum.



Settlements

The following is a sample of settlements reached in 2011/2012.

Disability

ACCOMMODATION IN THE PROVISION OF A SERVICE

A complainant, a resident of a nursing home, alleged discrimination on the basis of disability when she requested care by female care providers only, and the nursing home denied this request. The complainant is a Level 4 resident, and said that she was uncomfortable with male attendants working with her especially in intimate care tasks. Previously, the nursing home agreed to female care only for bath days. However, the nursing home maintained that given the administration requirements of the institution, they were unable to commit to an open-ended guarantee of female care attendants only. Parties agreed to extend the assignment of female care only days to 3 days per week, to be reviewed every 3 months. Beyond this, the respondent also agreed to assign female care aides to her care whenever possible, to only assign female practicum students to her care, and on teams of two, to always have one female care aide as part of the team. The parties acknowledged that ongoing discussion of this accommodation would be required.

EMPLOYER IGNORES ACCOMMODATION OBLIGATION

A complainant alleged discrimination on the basis of disability when his employer refused to continue to employ him following an anxiety attack at work. The complainant said that over a period of about a week, he became increasingly ill with suicidal ideations. He said that a colleague was very supportive, including taking him to a doctor, and suggesting that he get a doctor's note. He said that his supervisor suggested to him that perhaps he should resign, and he agreed. A few days after his resignation, he said he changed his mind, and asked to speak with management about an accommodation, but no one returned his calls. He said that he was in a vulnerable condition when he resigned, and that his employer should have initiated an accommodation. The respondent agreed to pay the complainant \$6,500.00 in compensation.

Gender

INAPPROPRIATE COMMENTS COSTLY

A complainant alleged discrimination on the basis of sex in her employment stating that her supervisor frequently made comments that he wouldn't have hired her because she is a woman; that he made comments about her clothing and he showed her pictures of nude women. The complainant felt she had no option but to quit her job. The parties met in mediation and agreed to compensation for lost wages and the bonus that she would have received had she stayed with the company. The company paid \$6,720.00 compensation, and held Harassment Prevention Training for all management and staff. Following the training, the company also required participants to take a quiz to assess comprehension, and for the purposes of accountability, they were asked to sign a form stating they have taken the training. A letter of apology was provided by the individual respondent, and read to the complainant in the meeting.

Pregnancy

PREGNANCY NOT A VALID TERMINATION REASON

A complainant alleged discrimination on the basis of sex (pregnancy) when her employer terminated her employment after she informed management and others at work that she was pregnant. Soon after, she was informed that due to cost saving and re-organization measures, her position was being dissolved. She said that a few months later, someone was hired again for this position. The respondent agreed to pay the complainant \$1,500.00 for the purposes of settlement.

Religion and Freedom of Conscience

CLARITY ON RELIGIOUS JOB DUTY LACKING

A complainant alleged discrimination on the basis of religion when her supervisor at a nursing home said that she must say a prayer before a meal in front of the residents, and she refused offering to perform an alternate duty if someone else would say the prayer. The complainant said that she was escorted out of the building, and her employment was terminated. The respondent said that there were performance issues that



Settlements

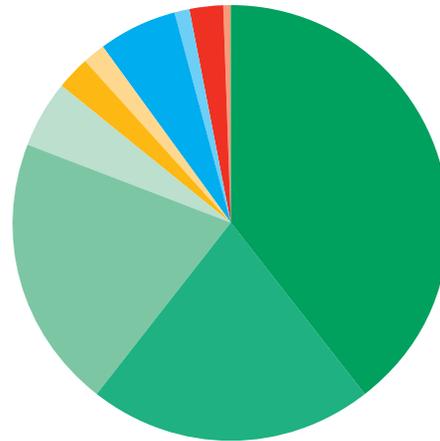
they hadn't yet spoken to her about, and that she made a scene when asked to pray, disturbing the residents.

The respondent agreed to pay the complainant compensation for 2 week's lost wages, agreed to procedural changes where the employer will inform job applicants in writing about the expectation to say a prayer at mealtimes, and provided a written apology.

Family Status

COLLABORATIVE WORK ENSURES A WIN-WIN SITUATION FOR EMPLOYEE AND EMPLOYER

A complainant alleged discrimination on the basis of family status when his employer refused to continue to extend an accommodation allowing the complainant to come to work one hour late on the days that he had to bring his daughter to a before school daycare program. The complainant said that he was unable to find alternate arrangements. The employer had accommodated these circumstances for about one year, but it was reviewed and stopped when he requested that the arrangement include additional days. The employer said that the employee hadn't done enough to try to resolve the daycare problem by applying for other internal positions, or by continuing his search for alternate childcare. Parties agreed to a 6 week period where the complainant and his partner would seek remedies. An alternate child care arrangement was found, however he requested an accommodation of arriving 1 hour late for 14 shifts until the arrangement was scheduled to begin. This accommodation was granted.



Grounds of Discrimination

Percentages of files opened in the 2011-12 fiscal year
April 1 2011 to March 31, 2012

Mental Or Physical Disability	39.5
Sex/gender	21.1
Ancestry	20.3
Age	5.1
Religion	2.4
Marital Status	1.7
Family Status	5.9
Sexual Orientation	1.27
Receipt Of Public Assistance	2.4
Retaliation	0.4



Legal Activities

Settlements by Legal Unit

The Commission encourages the negotiated settlement of complaints at all stages of the complaint process. When complaints are directed to a hearing, Commission lawyers work directly with the parties to explore settlement opportunities.

Legal Activities



COMPLAINTS OF SEXUAL HARASSMENT ON PICKET LINE SETTLED

T.M. and A.P. v. SGEU

T.M. and A.P., whose names cannot be published because of a ban issued in a related criminal proceeding, alleged that they were sexually harassed by another union member while on picket line duty. They said T. M. complained to union officials but SGEU took no steps to protect them and the same person verbally and physically harassed them a second time during picket line duty some weeks later. The harasser later pleaded guilty to charges of sexual assault under the Criminal Code for these actions.

Under the terms of settlement, which was made without admissions by the parties, SGEU agreed to pay each complainant \$5000 in compensation and to take proactive steps to protect members from future discrimination by strengthening its Strike Manual and Anti-Harassment Policy. The changes to the Policy include requirements that all strike leaders be familiar with SGEU anti-harassment policies and do their best to prevent incidents or resolve them on the spot, that all incidents of harassment be immediately reported to the strike committee and the SGEU President, that the picket captain call the police if an incident involves criminal behaviour, and that a harasser be directed to leave a picket line if such action is needed to protect the victim. Victims who are uncomfortable about confronting a harasser directly are to report incidents to their picket line captain immediately and may also complain to the SGEU Ombudsman.



Legal Activities

SUPERMARKET AGREES TO MAKE ENTRANCE ACCESSIBLE

J.B. v. Ukrainian Co-operative Association Limited

J.B. is a person with disabilities who uses a scooter and a service dog. After the Ukrainian Co-operative Association Limited renovated its supermarket in Regina, J.B. complained to the Commission that the new front entranceway to the store was not accessible.

Businesses providing services to the public have accessibility obligations under both *The Saskatchewan Human Rights Code* and the *Uniform Building and Accessibility Standards Act* (UBAS). Unfortunately, current exceptions under UBAS are too large and can lead to human rights complaints. UBAS regulations contain detailed accessibility requirements for new commercial buildings and major renovations or additions, but do not apply to renovations or additions under 600 square metres in area (approximately 6500 square feet). Because the renovations in this case were just under 600 square metres, UBAS did not require the respondent to make its entrance accessible. In settling JB's complaint, the Ukrainian Co-operative Association Limited agreed to improve the accessibility of its store by installing an automatic door, building an indoor concrete ramp, designating at least one parking space for persons with disabilities, installing signage to direct customers to the accessible entrance, and training staff about the importance of maintaining the barrier free entrance. It also agreed to pay JB \$1000 in compensation.

SETTLEMENT PROCESS LEADS TO MUSICIAN'S REINSTATEMENT

Bardutz v. Saskatoon Symphony Orchestra

The complaint of Linda Bardutz against the Saskatoon Symphony Orchestra was settled prior to a hearing, without an admission of liability. Ms. Bardutz is the principal cellist with the Saskatoon Symphony Orchestra. She is an accomplished musician and a person with a disability. Ms. Bardutz complained that the SSO discriminated against her on the basis of her disability when it terminated her while she was on a modified return to work program. In the settlement of the complaint, the SSO agreed to reinstate Ms. Bardutz in her position. The Orchestra subsequently issued a news release welcoming Ms. Bardutz's return and stating that it looked forward to her resuming her role as a valued member of the Orchestra and Saskatoon's musical community.

Reinstatement is often the most important outcome for a complainant in an employment discrimination complaint. By working together, the parties to this complaint were able to restore an employer-employee relationship which was important to both of them.

Settlement by Legal and Mediations/Investigations Units

MINISTRY ADDRESSES GAP IN BENEFITS FOR COMPLAINANT WITH MOBILITY DISABILITY

Donald Keller v. Ministry of Social Services

Donald Keller and his spouse are recipients of social assistance who rely on a motorized scooter and wheelchair for mobility. The respondent's Social Assistance Plan (SAP) provides them with specified amounts of financial support each month to address their needs. SAP benefits for recipients with disabilities include funding for a City of Saskatoon bus pass which enables the holder to use both Access Transit buses and the City's regular and low-floor buses. Mr. Keller alleged that persons with mobility disabilities – a sub-group of persons with disabilities – have different transportation needs than persons whose disabilities do not affect their mobility. For example, users of wheelchairs and motorized scooters are often unable to use regular or low-floor buses, particularly in winter



Words as weapons – challenging hate speech

In October, the Supreme Court of Canada heard the Commission's case against William Whatcott, who was found to have violated The Saskatchewan Human Rights Code by delivering hate-filled messages in flyers against homosexuals, a finding that was reversed by the Saskatchewan Court of Appeal in 2010.

"As Canadians, we understand that there is a justifiable and narrow limit on the freedom of expression when it has the potential to harm others in the community," said Chief

Commissioner David Arnot in a statement delivered in the National Press Theatre in Ottawa.

"In the case of speech, we are free to be critical, controversial and even careless but we cannot be hateful," explained Arnot. "Where expression has the potential to escalate and expose a target group to hate, we have a responsibility to act."

The Commission has litigated only five cases relating to the dissemination of hate in the last 32 years.



Legal Activities

when it is difficult for them to get to and from bus stops. They must rely on Access Transit, which can only provide very limited services. Mr. Keller wished to use his bus pass funding to purchase fuel for his wheelchair-adapted vehicle, but due to a negotiated agreement between the respondent and the City of Saskatoon that funding had been decreased from \$61 per month to \$20 per month.

The government of Saskatchewan is working collaboratively with organizations representing persons with disabilities to address their concerns. One of its initiatives is a planned expansion of the Saskatchewan Assured Income for Disability (SAID) program, under which persons with significant and long-term disabilities who live independently may apply to move from SAP to SAID, a program with higher benefits and other enhancements.

The Ministry of Social Services worked cooperatively with the complainant and SHRC to develop a negotiated settlement, without admission of liability, which included financial compensation and an undertaking to invite Mr. Keller and his spouse to apply for SAID after finalization of the assessment process required by the program's planned expansion.



David Arnot standing with Deidre Aldcorn and Grant Scharfstein Q.C., barristers for SHRC in the Whatcott case.



Barristers representing the parties that intervened in the Whatcott case in support of SHRC.

PHOTO (left): Sunil Gurmukh and Moya Teklu, barristers for the African Canadian Legal Clinic, and Jo-Ann Kolmes and Kathleen Mahoney, barristers for the Women's Legal Education Action Fund.



Number of new Commissioners appointed in 2011/2012.



Number of new complaints filed in 2011/2012.



Cost to the complainant for a human rights hearing before the Court of Queen's Bench.



Percentage of files settled at intake, mediation or before the end of an investigation.



The people we serve: residents of Saskatchewan.



% increase in telephone, e-mail, and in-person inquiries from previous year (does not include web visits).



Increase in files closed compared to previous year.



The year the Saskatchewan Human Rights Commission was set up in the province of Saskatchewan.





Appendix A: Equity Sponsors

EMPLOYERS

City of Prince Albert
 City of Regina
 City of Saskatoon
 Community Health Services (Saskatoon) Association Ltd.
 Crown Investments Corporation
 Government of Saskatchewan
 John Howard Society of Saskatchewan
 Information Services Corporation of Saskatchewan
 Law Society of Saskatchewan
 MicroAge Regina
 Northlands College
 Parkland Regional College
 Prince Albert Co-operative Health Centre
 Regina Police Service
 Regina Public School Division
 Regina Women's Community Centre
 Saskatchewan Apprenticeship and Trade Certification Commission
 Saskatchewan Communications Network
 Saskatchewan Crop Insurance Corporation
 Saskatchewan Gaming Corporation
 Saskatchewan Government Insurance
 Saskatchewan Human Rights Commission
 Saskatchewan Institute of Applied Science & Technology (SIAST)
 Saskatchewan Legal Aid Commission
 Saskatchewan Liquor and Gaming Authority
 Saskatchewan Opportunities Corporation
 Saskatchewan Research Council
 Saskatchewan Teachers' Federation
 Saskatchewan Transportation Company
 Saskatchewan Water Corporation
 Saskatchewan Watershed Authority
 Saskatchewan Workers' Compensation Board
 Saskatoon Police Service
 SaskEnergy
 SaskPower
 SaskTel
 University of Regina
 University of Saskatchewan

DATE APPROVED

May 1997
 February 1987
 February 1987
 June 1996
 March 1995
 June 1987
 June 1996
 November 2004
 November 1999
 March 2009
 September 1995
 March 2002
 October 1991
 March 1992
 March 1994
 March 1998
 March 2006
 February 1996
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 February 1984
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 August 1994
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 August 1994
 February 2006
 October 2002
 March 1994
 August 1995
 October 1992
 October 1997
 September 1992

PRE-KINDERGARTEN TO GRADE 12 SCHOOL DIVISIONS

Good Spirit	Lloydminster RCSSD	Saskatchewan Rivers
Greater Saskatoon Catholic Schools	North West RCSSD	Saskatoon
Holy Trinity RCSSD	Northern Lights	South East Cornerstone
Horizon	Prairie Valley	Creighton
Île-à-la-Crosse	Prince Albert RCSSD	
Living Sky	Regina RCSSD	

(Approval dates are not given in this section, because the boundaries of many school divisions have been changed by the process of amalgamation.)



TABLE 1: Summary of Complaints Received April 1, 2011 to March 31, 2012 by Ground and Category

Total number of complaints filed in 2011/2012 was:

218

CATEGORY	Age	Aboriginal Ancestry	Other Ancestry ¹	Marital Status	Mental Disability	Physical Disability	Religion ²	Sexual Harassment	Sex / Other	Sex / Pregnancy	Family Status	Sexual Orientation	Public Assistance	N/A / Drug Test	Retaliation	TOTAL GROUNDS	GROUNDS CITED
	Application Forms	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	2
Bill of Rights	0	0	1	0	1	1	0	0	0	0	0	0	0	1	0	3	1.18%
Contracts	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0%
Education	1	1	2	0	1	3	1	0	0	0	0	0	0	0	0	9	3.52%
Employment	8	7	2	4	2	75	2	21	5	19	10	2	0	4	1	162	63.3%
Housing	0	2	14	0	0	2	0	0	0	1	1	0	2	1	0	22	8.6%
Occupations	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	2	0.8%
Prof. & Trade Assoc.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0%
Public Services	3	12	8	0	1	14	2	0	3	1	3	1	4	0	0	52	20.2%
Publications	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0%
Purchase of Property	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1	0.4%
Reprisals	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0%
Trade Unions	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1	0.4%
N/A	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0	2	0.8%
TOTAL GROUNDS	13	24	28	4	5	96	6	21	9	21	15	3	6	4	1	256	100%
% Grounds Cited	5.08%	9.4%	10.9%	1.56%	1.95%	37.5%	2.35%	8.2%	3.52%	8.2%	5.86%	1.17%	2.35%	1.56%	0.40%		
% Total Complaints	6.44%	11.9%	13.9%	1.98%	2.48%	47.5%	2.97%	10.4%	4.46%	10.4%	7.43%	1.49%	2.97%	1.98%	0.5%		

NOTE: Some complaints allege several kinds of discrimination. For this reason, the total number of grounds cited (256) exceeds the total number of complaints filed. The total number of complaints filed in 2011/2012 was 218.

¹ Other Ancestry includes colour, nationality, place of origin and perceived race.

² Religion includes creed.



TABLE 2: Files Opened and Closed

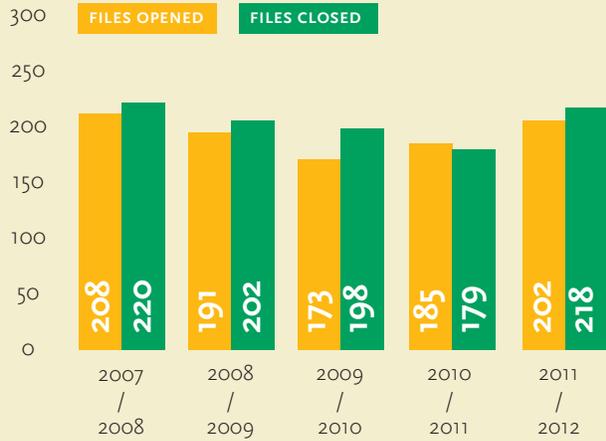


TABLE 3: Processing of Complaints

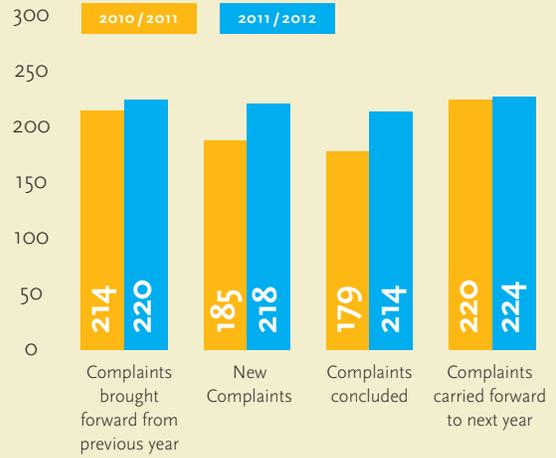


TABLE 4: Disposition of Complaint Files

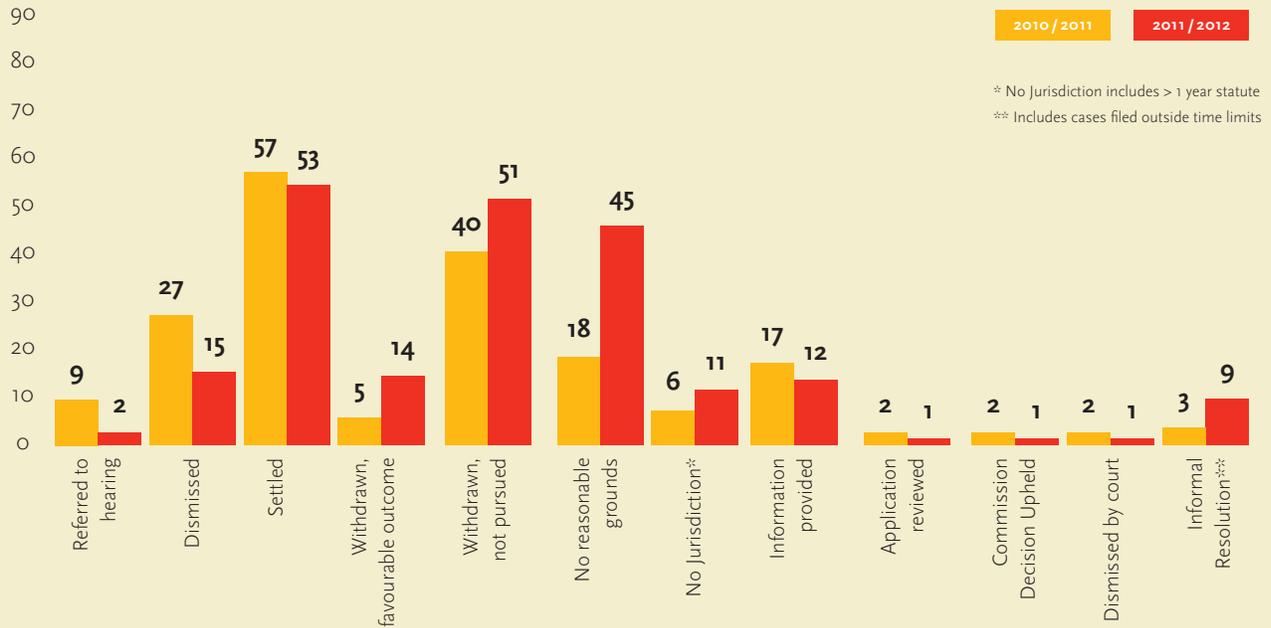


TABLE 5: Finances

In 2011/2012, the Commission had an approved budget of \$2,165,000 and a staff of 20.3 full-time equivalents (FTEs)

	2007/2008	2008/2009	2009/2010	2010/2011	2011/2012
FTEs	20.3	20.3	20.3	20.3	20.3
Salaries, Benefits and Honouraria	\$1,477,000	\$1,564,000	\$1,635,000	\$1,700,000	\$1,793,000
Operating	\$132,000	\$133,000	\$134,000	\$134,000	\$372,000
Total	\$1,609,000	\$1,697,000	\$1,769,000	\$1,834,000	\$2,165,000



New Appointments

This year, we welcomed the appointments of Paul Favel Q.C., Jan Gitlin, Barry Wilcox Q.C. and Nasser Malik as new Commissioners.

Originally from the Poundmaker Cree Nation near Cut Knife, Paul Favel is a lawyer with McKercher LLP who has worked extensively within the First Nations community. Jan Gitlin is a senior account executive with CTV Saskatchewan and highly respected member of Saskatoon's Jewish community who is deeply committed to human rights protection and promotion. Barry Wilcox Q.C. is a lawyer and member of the Prince Albert bar known for his expertise in mediation and alternative dispute resolution. Nasser Malik is a supervisor at PotashCorp's Cory mine operation and volunteers within Saskatoon's Ahmadiyya Muslim community – a movement that spans 190 countries and promotes tolerance and peace.



Paul Favel Q.C.



Jan Gitlin



Barry Wilcox Q.C.



Nasser Malik

Commission Staff

In 2011/2012, the following Commission employees worked on a full-time, part-time, casual or temporary basis.

SASKATOON

- Laurie Adrian Rude – Investigator
- Jan Cadman – Legal Secretary
- Linda Charlton – Investigator
- Dianne Jones – Secretary
- Lewanna Dubray – Investigator/Facilitator
- Janice Gingell – Senior Staff Solicitor
- Chantelle Johnson – Policy Analyst & Researcher
- Ryan Kennedy – Investigations Secretary
- Genevieve Leslie – Lawyer
- Andrew Livingston – Investigator
- Marci Macomber – Investigator/Facilitator
- Lorraine Pura – Education & Equity Advisor
- Bill Rafoss – Supervisor of Mediations & Investigations
- Carol Riekman – Investigator/Facilitator
- Brenda Rorke – Manager, Human Resources
- Karen Ross – Secretary to the Commission
- Kathy Upton – Intake Consultant

REGINA

- Grace Ahl – Secretary/Receptionist
- Holly Bressler – Investigator
- Laurena Daniels – Intake Consultant
- Lisa Donovan – Administrative Secretary
- Sue Lake – Manager, Finance and Administration
- Rebecca McLellan – Executive Director
- Robin McMillan – Investigator/Facilitator
- Heather Monus – Education & Equity Advisor
- Reginald Newkirk – Investigator
- Julie Powell – Investigator/Facilitator
- Jennifer Sigurdson – Intake Consultant

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