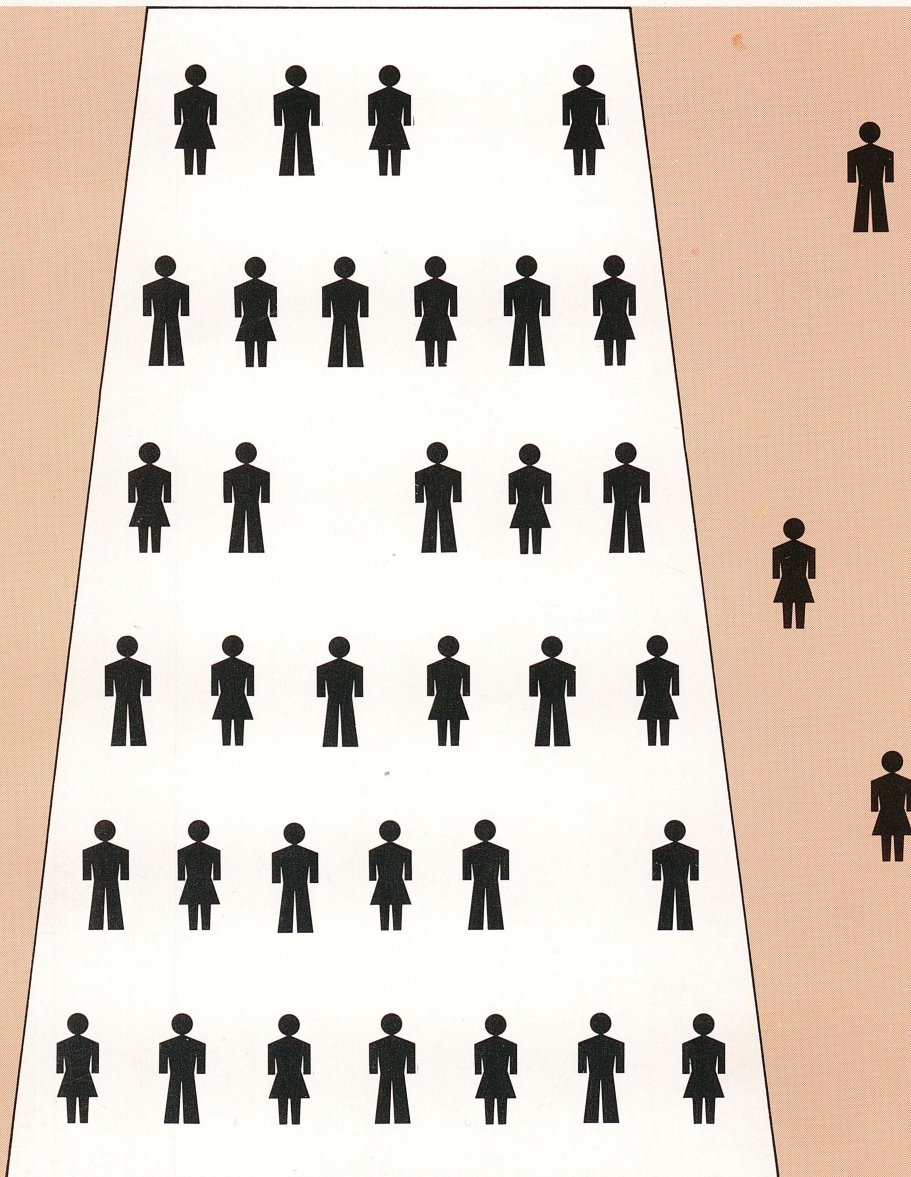


SASKATCHEWAN HUMAN RIGHTS COMMISSION

REPORT AND
SUMMARY OF
ACTIVITIES

APRIL 1, 1975 TO MARCH 31, 1977



REPORT OF THE SECOND TWO YEARS

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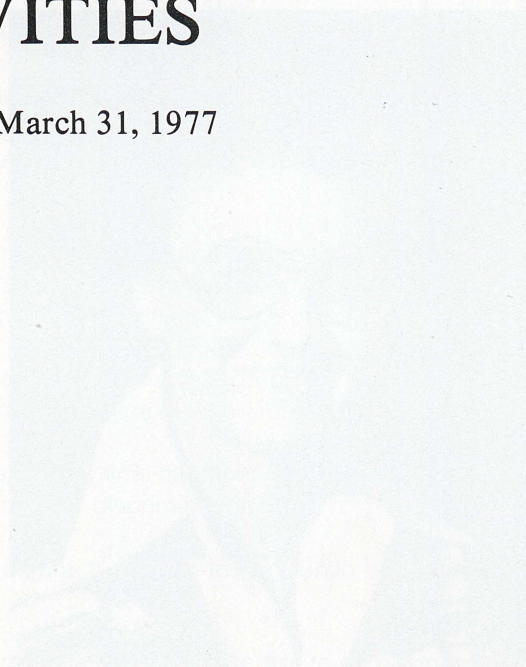
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SASKATCHEWAN HUMAN RIGHTS COMMISSION



REPORT AND SUMMARY OF ACTIVITIES

April 1, 1975 to March 31, 1977



FOREWORD

The Saskatchewan Human Rights Commission is a semi-independent body, whose Commissioners were appointed in November 1972 for a period of five years. The Commission hires its own staff with the exception of the Director, who is appointed by the Lieutenant-Governor-in-Council. The Commission's administration of equal opportunities legislation in the province is subject to the direction of the Attorney General.

During the first two years of activity, considerable public interest was generated in our work. At that time we considered it appropriate to report to the public on our work. We, at this time, feel we should again report to the public and bring them up to date on our activities.

Continued interest in the Commission is reflected by the number of community interest groups and other organizations who have requested human rights staff as speakers for their functions. The presence of branch offices in Regina and Prince Albert has been necessitated by an increased case load which inevitably has resulted in a greater number of Boards of Inquiry.

Perhaps the best illustration of the interest in the Commission is the fact that our offices, each day, receive numerous requests from employers, managers and interested citizens requesting our advice on human rights matters, and expressing an interest in conforming to the spirit of the legislation. We feel, then, that the Commission has achieved some measure of success in its goal of eliminating all forms of discrimination from our society.

I am pleased, therefore, to present this our second report on the work of the Saskatchewan Human Rights Commission to cover the period from April 1st, 1975 to March 31st, 1977.



Judge TILLIE TAYLOR
Chairperson
Saskatchewan Human
Rights Commission

EXECUTIVE DIRECTOR'S REPORT

In this report I wish to assess our accomplishments and failures over the first four and one-half years of operations of the Saskatchewan Human Rights Commission.

When the Commission was established, human rights legislation had been on the books for many years. The Bill of Rights Act was passed in 1946; The Fair Employment Practices Act in 1957, and The Fair Accommodation Practices Act in 1957. The only procedure was through the criminal courts and there were few prosecutions. I know the details of only one case that was heard by a court in Saskatchewan. This was a complaint of a woman who was denied housing because she was a native Indian. The court found her allegation to be correct and the landlord was fined \$25.00. The guilty person was punished, but the native woman still was denied her basic human right: access to housing.

We believe that by setting up human rights commissions to administer these laws, governments recognized that these laws are not for the sole purpose of punishing the guilty, but also to protect the innocent. The laws are to ensure equal opportunity for visible minority persons and women who are discriminated against in their ability to obtain three basic human rights — shelter, employment and services in places to which other members of the public are welcomed.

When people have been discriminated against because of their race, sex or colour, the purpose of human rights laws is to correct the injustice by providing them with what they have been denied. This may mean that the respondent will have to pay the complainant money for the humiliation he/she has caused; will have to provide the complainant what he/she has been denied — a job, a suite, service in a restaurant or bar, etc. and apologize by way of a paid advertisement in the local newspaper and ethnic newspaper to members of the minority group that he/she has offended.

Governments have a responsibility to protect all members of society. In the area of discrimination they have recognized that the best method of fulfilling their obligation is by creating a special body to administer the anti-discrimination legislation.

One of the problems we have been faced with since our inception is that the general public believes we can do more than we can. The public believes we have more authority than we have and that we can make meaningful changes in society. Perhaps "human rights" is a misnomer. What we can do, and do well, is to make sure that individuals who are subjected to discriminatory treatment in employment, housing and/or public places because of their race, sex or colour do not have to accept this treatment as normal and something they have to live with.

We believe that it is now time for the government to move another step forward in ensuring that minority groups and women do receive equal treatment and equal opportunities. We have made a number of recommendations to government to facilitate this process.

We have recommended that the four acts currently administered by the Commission be consolidated into one piece of legislation called the Saskatchewan Human Rights Code.

We have recommended that age, marital status, physical handicap, sexual orientation and source of income be added as prohibited grounds of discrimination.

We have recommended that services and contracts offered to the public be specifically mentioned in the human rights laws.

We have recommended that the Government of Saskatchewan refuse to do business with any company that does not obey the laws.

We have recommended that when an employer has been found in violation of human rights laws, there be authority to order the employer to set up an affirmative action program monitored by the Saskatchewan Human Rights Commission.

We have recommended that, the Saskatchewan Human Rights Commission be given the authority to do routine audits of business concerns without waiting for an individual to file a complaint.

We have recommended the establishment of separate Boards of Inquiry. By removing the Commission members from that role, the Saskatchewan Human Rights Commission could become the advocate of the complainant and provide free legal services in pursuing the rights of the complainant.

None of the above suggestions break new ground. Indeed, some provinces and American states have had this type of legislation for years. At the moment, Saskatchewan human rights legislation lags far behind most provinces in Canada. This is because many provinces have amended their human rights legislation over the past four years to add improvements and Saskatchewan has not.

As the Commission's five-year term of office is almost at an end, we feel we have made a start and that more people in the province are aware of our existence and of their rights and responsibilities under human rights laws.

We believe the changes we have advocated will enable us to carry out our mandate more effectively. We believe that without these changes we will continue to be able to help some individuals in some instances, but not have a substantial impact on the problems we were set up to deal with.



CAROLE GELLER
Director
Saskatchewan Human
Rights Commission

THE SASKATCHEWAN HUMAN RIGHTS COMMISSION BACKGROUND

On April 21st, 1972 the Saskatchewan Human Rights Commission Act, Chapter 108 (1972) was assented to by the Lieutenant-Governor-in-Council. This legislation, for the first time in the history of Saskatchewan, provided for the establishment of a Human Rights Commission which would administer the Fair Employment Practices Act, the Fair Accommodation Practices Act, the Saskatchewan Bill of Rights Act and any other legislation to be assigned to it. As well, the Commission was given the responsibility to promote the principle of equality of opportunity and treatment for all people in Saskatchewan.

On November 1st, 1972 five (5) persons were appointed by the Lieutenant-Governor-in-Council to serve five (5) year terms as Commissioners, and on February 3rd, 1973 a Director and Secretary to the Commission was appointed. The Commission opened its Head Office in Saskatoon in early February 1973 and has since opened offices in Regina in June 1974 and in Prince Albert in October 1974.

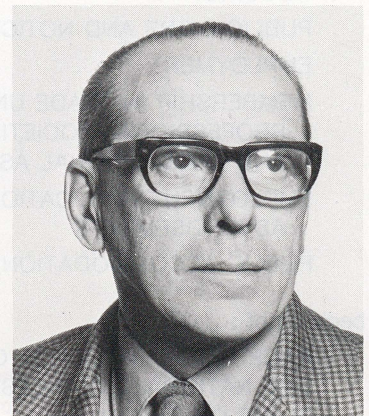
MEMBERS OF THE SASKATCHEWAN HUMAN RIGHTS COMMISSION



JUDGE TILLIE TAYLOR
CHAIRPERSON



CHIEF HILLIARD McNAB
VICE-CHAIRPERSON



WILLIAM GILBEY
MEMBER



FATHER PHILIP LOEHR
MEMBER



HELEN HNATYSHYN
MEMBER



CAROLE GELLER
DIRECTOR AND SECRETARY
OF THE COMMISSION

MANDATE OF THE COMMISSION

ROLE OF MINISTER

The Honourable Roy J. Romanow, Attorney General of the Province of Saskatchewan, is the Minister responsible for the Commission.

MANDATE OF THE COMMISSION

The Saskatchewan Human Rights Commission Act gave the Commission a mandate in the field of human rights in three areas: complaints, research and education.

The legislation which the Commission administers prohibits discrimination in:

HOUSING
PUBLIC SIGNS AND NOTICES
EMPLOYMENT
MEMBERSHIP IN TRADE UNIONS,
PROFESSIONAL SOCIETIES
AND OCCUPATIONAL ASSOCIATIONS
EMPLOYMENT APPLICATIONS AND
ADVERTISEMENTS
PUBLIC ACCOMMODATION

because of :

RACE, CREED, RELIGION, COLOUR,
SEX, NATIONALITY, ANCESTRY OR
PLACE OF ORIGIN.

The Commission is charged with the duty of investigating complaints of discrimination on the above grounds and is given the power to resolve any such complaints.

The Commission may, if the complaint is not settled, convene an inquiry into the matter complained of and any party found by the Commission to be in contravention of any Act it

administers may be ordered by the Commission to comply with the legislation, to rectify any injury caused to any person; and/or to pay compensation to any person. An order of the Commission may be appealed on grounds of fact or law to the Court of Queen's Bench within 30 days of the order. The decision of the Judge is binding.

As well as handling complaints of discrimination, the legislators have given the Commission a wide mandate to further equality of opportunity for all citizens of this province. Its functions include carrying out research and educational programs with the purpose of:

- (a) forwarding the principle that every person is free and equal in dignity and rights without regard to race, creed, religion, colour, sex, nationality, ancestry or place of origin;
- (b) promoting an understanding of, acceptance of and compliance with the legislation it administers;
- (c) developing and conducting educational programs designed to eliminate discriminatory practices related to race, creed, religion, colour, sex, nationality, ancestry or place of origin;
- (d) disseminating information and promoting understanding of the legal rights of residents of the province and conducting educational programs in that respect;
- (e) furthering the principle of the equality of opportunities for persons, and equality in the exercise of the legal rights of persons, regardless of their status;
- (f) conducting and encouraging research by persons and associations actively engaged in the field of promoting human rights;
- (g) forwarding the principle that cultural diversity is a basic human right and a fundamental human value.

CHANGES IN LEGISLATION

In April 1975, the Saskatchewan Bill of Rights Act was amended with alterations to the section dealing with housing being provided.

Amendments to the legislation made it permissible for the owner of a building, who lives in the building, to deny rental accommodation to any person for any reason if a bathroom or kitchen facility are shared by the tenant and the owner.

In addition, amendments provided for the owner of a

building in which he resides, and in which he rents out only one suite, to deny rental accommodation to a tenant who lives in a self-contained portion of the building, such as a basement suite, on the basis of the prospective tenant's sex.

In conformity with the above amendments, the Saskatchewan Bill of Rights Act was further amended so that the owner of a rental accommodation could place advertisements indicating the sex of the preferred applicant.

COMPLAINTS

During the third and fourth years of operation, the Commission received 384 formal complaints. This compares with 306 formal complaints in the first two years of the Commission's operation.

TABLE I

Summary of Formal Complaints By Category

April 1, 1975 to March 31, 1977

<u>Complaint Category</u>	<u>Number</u>	<u>Percentage</u>
Accommodation (Includes restaurants, hotels, theatres, beverage rooms, department stores, etc.)	69	17.9
Notices	3	.9
Employment (Includes refusals to hire, firing and different terms and conditions of employment, application forms and advertisements for jobs)	256	66.6
Trade Unions	0	0
Association and Expression	0	0
Property (Includes housing-rental and buying)	42	10.9
Education	13	3.4
Reprisals	0	0
Right to an Occupation	1	.3

The following table shows the breakdown of complaints by grounds . . .

TABLE 2

Breakdown of Complaints By Grounds

April 1, 1975 to March 31, 1977

<u>Complaint</u>	<u>Number</u>	<u>Percentage</u>
Sex	221	57.5
Race (Includes colour)	131	34.1
Religion (Includes creed)	8	2.1
Bill of Rights (Includes fundamental freedoms which apply to all persons not only to minority groups)	4	1.1
Nationality (Includes place of origin and ancestry)	20	5.2

The following graph and table shows how complaints are broken down by both grounds and category . . .

TABLE 3

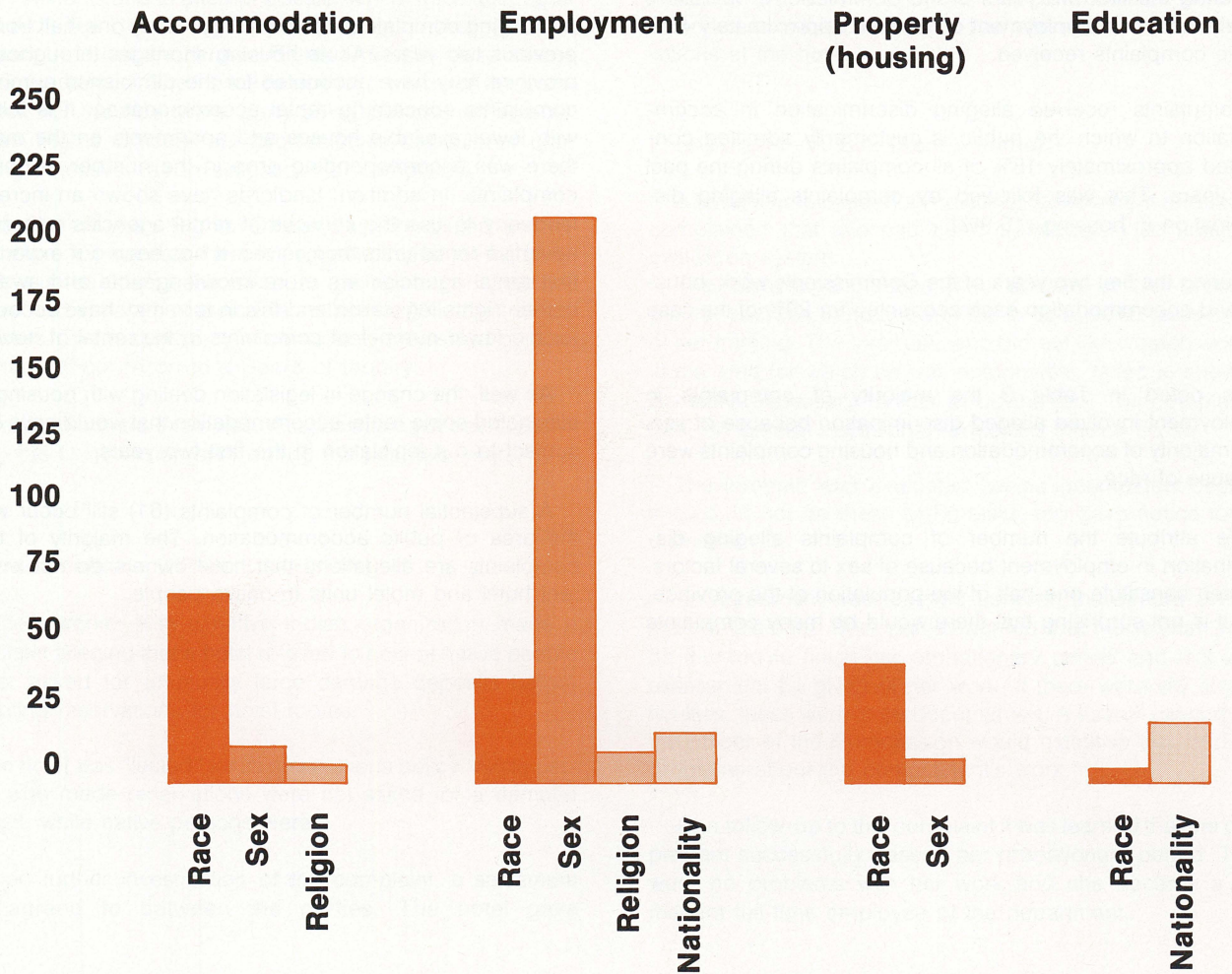
Breakdown of Complaints By Grounds and Category

April 1, 1975 to March 31, 1977

Accommodation	
Race	61
Sex	7
Religion	1
Education	
Race	2
Sex	0
Nationality (includes ancestry and place of origin)	11
Right to an Occupation	1
Trade Unions	0
Employment	
Race	29
Sex	211
Religion	7
Nationality (includes ancestry and place of origin)	9
Property (housing)	
Race	39
Sex	3
Association	0
Notices	3

Breakdown of Complaints By Grounds and Category

April 1, 1975 to March 31, 1977



Discrimination in employment constituted the majority (66.6%) of complaints received by the Commission from April 1st, 1975 to March 31st, 1977.

During the first two years of the Commission's operation, discrimination in employment constituted approximately 48% of the complaints received.

Complaints received alleging discrimination in accommodation to which the public is customarily admitted constituted approximately 18% of all complaints during the past two years. This was followed by complaints alleging discrimination in housing (10.9%).

During the first two years of the Commission's work, housing and accommodation each accounted for 20% of the case load.

As noted in Table 3 the majority of complaints in employment involved alleged discrimination because of sex. The majority of accommodation and housing complaints were because of race.

We attribute the number of complaints alleging discrimination in employment because of sex to several factors. Women constitute one-half of the population of the province, and it is not surprising that there would be many complaints

alleging discrimination because of sex. International Women's Year in 1975 and the activities of women's groups brought publicity to women's issues. This accounted for many women making complaints to the Commission.

Housing complaints decreased by nearly one-half from the previous two years. Acute housing shortages throughout the province may have accounted for the diminished number of complaints concerning rental accommodation. It is felt that with fewer available houses and apartments on the market, there was a corresponding drop in the number of housing complaints. In addition, landlords have shown an increased tendency to use the services of rental agencies rather than advertise rental units themselves. It has been our experience that rental agencies are more knowledgeable and aware of human rights legislation and this in turn may have accounted for the fewer number of complaints in the rental of housing.

As well, the change in legislation dealing with housing has eliminated some rental accommodation that would have been subject to our legislation in the first two years.

A substantial number of complaints (61) still occur within the area of public accommodation. The majority of these complaints are allegations that hotel owners do not wish to rent hotel and motel units to native people.

COMPLAINT PROCEDURE

Under the supervision of the Director, the 9 Human Rights Officers receive and investigate complaints brought to the attention of the Commission. It is their responsibility to establish the facts and to attempt a settlement of the matter complained of. The Human Rights Officer is both investigator and mediator. It is not the Human Rights Officer's job to assess guilt or innocence. She/he takes neither the side of the complainant nor the side of the party being complained against. Human Rights Officers are professionals capable of conducting objective, fair investigations of complaints.

After the Human Rights Officer has completed the investigation, if it appears there is probable cause for the complaint, it is the duty of the officer to attempt to conciliate the dispute and arrive at an amicable settlement which will satisfy all parties. The vast majority of complaints are settled by conciliation, without resort to a Board of Inquiry.

The following are examples of cases that have been resolved by the Commission staff during the past two years.

Accommodation . . . Race Discrimination

A field worker with a native Indian organization made a complaint alleging that a hotel refused to accept native people and/or asked for unusually large damage deposits before accepting reservations for hotel rooms.

The hotel was "tested" for its reservations policy. White persons who made reservations were not asked for a damage deposit, while native persons were.

Upon further investigation of the complaint, a settlement was agreed to between the parties. The hotel gave

assurances, by publishing in a local newspaper, that native persons were welcome to stay at the hotel and would be given fair and equal treatment in accordance with the Fair Accommodation Practices Act. Offers of accommodation were also extended to native people who had attempted to obtain reservations at the hotel.

Employment . . . Sex Discrimination

A female employee of a Provincial Government department complained that she had been subjected to an unfair job evaluation system.

The complainant stated that, as part of her probation period, she was to be shown how to do specific tasks as part of her training. The foreman, who did not like women working in the area for which he was responsible, failed to show her the tasks necessary for her to do the job. The complainant had, on several occasions, requested that he do so.

The foreman later evaluated her as incompetent because she could not do these same tasks and gave notice for her dismissal.

An agreement was reached between the department and the complainant. Both parties agreed that the woman would be allowed to finish her probationary period and that a fair assessment be given of her work. If there were still any difficulties, these were to be documented. A further meeting with the officer of the Commission would establish the validity of problems about the complainant's work.

As a follow-up to this complaint it was learned that the complainant successfully passed her probationary period. There were no problems with her work and she became a permanent full-time employee of the department.

Employment . . . Race Discrimination

A native woman, with many years experience as a cleaner, applied to a Saskatchewan hotel for employment. She was told that she could begin work the following week. Shortly before she was to begin work, a staff member of the hotel phoned the complainant and told her that she was not to come to work as the hotel did not want an Indian working there.

The matter was investigated and brought to the attention of the hotel management. The management apologized for the incident, expressing their regrets that it had occurred and for the manner in which one of the staff had treated the complainant. Employment was immediately offered to the complainant. The offer was accepted.

Employment . . . Sex Discrimination

A woman applied for a position at a potash mine and was accepted for employment. However, when she reported for work, she was told that the potash mine had employed too many persons and was immediately let go. Nineteen other employees also reported on the first day of employment. All were males. The complainant asked that the matter be investigated as the complainant felt that she might have been let go because of her sex.

An investigation by an Officer of the Commission revealed that the potash mine had employed too many persons. Upon checking the application forms, however, it was found that the female complainant was better qualified than some males who were kept on. The investigation revealed that the company's personnel officer did not record all information given to him concerning the complainant's past experience.

The matter was settled when the potash mine offered a position to the complainant. The position was accepted.

Housing . . . Race and Nationality

A native person found that a housing agency made a practice of asking for the race and nationality of prospective tenants. Upon complaining about this practice to the Saskatchewan Human Rights Commission, the housing agency agreed to change its policy in order that no one might feel that they were denied an opportunity to rent housing accommodation because of their race and nationality.

Housing . . . Race

A native tenant complained that she had difficulty in having repairs made to the home which she rented. She felt that the repairs were not being made because of her race. An investigation by the Officer from the Commission showed that this was indeed the case. Both the handyman assigned to make repairs on the house and the owner of the house told the investigating Officer that they would not make the repairs as native people were "always drinking, are poor housekeepers and are always breaking things."

The complainant exercised her right under the Residential Tenancies Act by withholding rent until the repairs were made.

Settlement was agreed upon in which the owner reimbursed the complainant for expenses which she had incurred in making repairs and would pay her for any repairs that she undertook in the future. The owner also agreed not to use the services of the offending repairman again.

BOARDS OF INQUIRY

If a complaint cannot be resolved by the investigating Officer, the matter is referred to the Commission for disposition.

The following are Boards of Inquiry held by the Commission . . .

Sinclair vs Kostuk

Mr. Ralph Sinclair and his family stopped at a service station owned by Mr. Joseph Kostuk in Plunkett, Saskatchewan. Mr. Sinclair stopped to obtain a part for a faulty carburetor. While he was at the station he asked permission for his children to use the service station washrooms. When his children were denied the use of the washrooms, Mr. Sinclair made a complaint to the Saskatchewan Human Rights Commission. Mr. Sinclair is a native Indian.

The owner of the service station refused to settle the matter and consequently the Board of Inquiry was held. The Commission found that the owner of the service station, Mr. Kostuk, was in contravention of Section 3 of The Fair Accommodation Practices Act, in that he denied the Sinclair family, because of their race and ancestry, the use of facilities to which the public is customarily admitted.

The Commission ordered Mr. Kostuk to pay the Sinclairs the sum of \$100.00 for the humiliation that they suffered and to post a notice in his service station indicating that all persons will be treated fairly and equally in the establishment which he operates.

Kostuk appealed the Commission's decision in the Court of Queen's Bench. His appeal was denied. He subsequently obeyed the Commission's order.

Gail Oliver vs The Department of Highways

A part time employee of the Department, Gail Oliver, applied for a full time position as a Maintenance Worker in the Melville, Saskatchewan region.

She was denied full time employment and was led to believe that the denial was because of her sex. The Department of Highways claimed that a reduction in the work

force prevented anyone from being hired and that, in effect, the position did not exist.

The matter was investigated and a settlement could not be reached. A Board of Inquiry convened and heard evidence in the matter. It concluded that a reduction in the work force had occurred only after Ms. Oliver had been denied employment, and that denial of employment was because of the candidate's sex.

The Commission ordered that for the period of one year, the complainant be made aware of any positions in the Melville region and that if she made application for permanent employment, she be given fair and equal treatment.

LaVallee vs Lloyd Realty Development Limited, Regina

A native person, Bernadette LaVallee, made application for the rental of housing accommodation from Lloyd Realty Development Limited in Regina. Ms. LaVallee was denied the opportunity to rent accommodation and she felt that the denial was because of her race and colour.

The matter was investigated and the company claimed that Ms. LaVallee could not show adequate references and this, not her race or colour, was the reason for refusal of rental accommodation. A white person, however, in similar circumstances was given rental accommodation by the same company.

As the matter could not be resolved, a Board of Inquiry was held and evidence was heard. The Inquiry concluded that the respondent company did not treat the native applicant, Ms. LaVallee and white applicants in a similar fashion when reference checks were made.

A Board of Inquiry ordered that Ms. LaVallee be paid the sum of \$300.00 for the embarrassment and humiliation she had suffered, and that when and if Ms. LaVallee made application to the company for rental accommodation that an adequate reference check be conducted. If her references were satisfactory rental accommodation should be provided for her.

A decision on Lloyd Realty's appeal is pending.

Doug Wilson vs University of Saskatchewan

Mr. Wilson complained to the Commission that he was denied an opportunity by the College of Education, University of Saskatchewan, to supervise practice teachers in Saskatchewan schools. Mr. Wilson claimed that his application was refused because he is a homosexual. Consequently, he felt he was denied employment because of his sex.

The matter could not be successfully resolved. The Commission ordered that a Board of Inquiry be held to hear the complaint. The University of Saskatchewan applied for a Writ from the Court of Queen's Bench to prohibit the Commission from proceeding. A Writ of Prohibition was granted by the court, ruling that the Commission had no jurisdiction in the matter, in that homosexuality is not included within the definition of sex.

Norris vs Michalski

Joseph and Norma Norris of Moose Jaw, Saskatchewan, complained that they had been denied housing by Allin

Michalski because of Mrs. Norris's race and colour. Mrs. Norris is a black person. Allin Michalski, a landlord, claimed that he did not wish to rent to people employed at the Canadian Forces Base in Moose Jaw, and that, in any event, the suite that the Norrises wished to rent was not available at the time the Norrises made application.

The matter could not be successfully resolved and the Commission ordered a Board of Inquiry to hear the complaint. Upon hearing evidence the Commission found that the reasons given for the refusal for rental accommodation were not consistent with the evidence and concluded that the only reason why accommodation was not made available to Mr. & Mrs. Norris was because of Mrs. Norris's colour.

It was ordered that Michalski offer the Norrises the first suite that becomes available in his apartment block, and that because of the humiliation and affront to dignity that the complainants suffered, a sum of \$300.00 be paid to the complainants.

EQUAL WORK—EQUAL PAY

Matters concerning "equal work — equal pay" and maternity leave are investigated by the Women's Division of the Department of Labour. If Officers of the Women's Division cannot achieve a settlement the matter is referred to the Saskatchewan Human Rights Commission. A Board of Inquiry determines the settlement of the complaint.

Department of Labour (Women's Division) vs Yorkton Regional High School

The Saskatchewan Human Rights Commission was asked to hold a Public Inquiry on complaints made by female cleaners at the Yorkton Regional High School. The cleaners complained that they were not being paid at the same rate as a male caretaker for doing similar work in the same establishment. A settlement could not be reached between the investigating officers of the Women's Division, Department of Labour and the High School Board.

Upon convening the Inquiry, the Commission heard evidence and found that Yorkton Regional High School was in violation of Section 41 of the Labour Standards Act, in that it discriminated between its male and female employees by paying its female cleaners at a lower rate than a male caretaker.

The Commission ordered that the Yorkton Regional High

School Board pay the female cleaners the same wages that are received by the male caretaker and that further, back pay be awarded to female cleaners to compensate them for the period of time during which they were not paid at the same rate as the male caretaker.

The Commission further ordered that in the future, the Yorkton School Board pay males and females equally for doing similar work.

The Commission's decision was appealed in the Court of Queen's Bench by the Yorkton Regional High School Board. The Appeal was denied and the High School Board paid back wages owing to the female cleaners.

The male caretaker was then given a different job involving dissimilar duties to those of the female cleaners. At the same time the salary of the female cleaners was lowered. The Women's Division felt that such a redefinition of jobs was an attempt by the Yorkton Regional High School Board to abrogate the effect of the Commission's order. The matter was then brought by the Women's Division to Magistrate's Court. The court ruled that the Commission's decision had been complied with and that the Yorkton Regional High School Board was not attempting to nullify the Commission's original order. The Women's Division appealed this decision and the decision is pending.

Department of Labour (Women's Division) vs University of Saskatchewan, Regina

The Commission heard a complaint referred by the Women's Division, Department of Labour against the University of Saskatchewan, Regina. Complaints had been made to the Women's Division that female cleaners in the employment of the University of Saskatchewan, Regina did not receive the same pay as male caretakers at the University even though cleaners and caretakers did similar work.

The matter was investigated by Officers of the Women's Division. A settlement was not reached by the parties. Upon hearing evidence, the Commission determined that the caretakers and cleaners did similar work and that further, female cleaners were not paid at the same rate of pay as the male caretakers. Such a practice was found to be in contravention of Labour Standards legislation.

The Commission's decision read in part, "We conclude that when we compare the work of all of the cleaners at the University of Regina with the work of some of the caretakers who

receive a greater rate of pay, we find that they are doing similar work in the same establishment, the performance of which requires similar skill, effort and responsibility working under similar working conditions and that this payment is not made pursuant to a seniority system or merit system."

The University of Saskatchewan, Regina was ordered to compensate female cleaners so that they be paid at the same amount as the caretakers and that back pay be given to all female cleaners from the date from which they were employed.

The University of Saskatchewan, Regina appealed the decision in the Court of Queen's Bench. The Commission's order was upheld. The Court of Queen's Bench ruled, however, that as the University of Saskatchewan, Regina was incorporated as the University of Regina on July 1st, 1974, that back pay for the female cleaners would only be effective from that date.

EDUCATION ACTIVITIES

"The Commission shall;

—develop and conduct educational programs designed to eliminate discriminatory practices related to race, religion, creed, colour, sex, nationality, ancestry or place of origin;

—disseminate information and promote understanding of the legal rights of residents of the province and conduct educational programs in that respect . . ."

With the establishment of the Commission in 1972 the thrust of all activities was to inform residents of the existence of the Commission, the existence of human rights legislation

and the rights and responsibilities of all persons under that legislation.

In undertaking this task, public meetings were held, particularly in the northern part of the province. Pamphlets and bulletins were prepared on a variety of human rights topics and guidelines were sent to employers, realtors and landlords and owners of public accommodation facilities.

Commission staff were interviewed by the media and responded to requests for speakers from schools, service clubs, native organizations and interest groups.

In order to respond to the large number of requests the Commission offices have received concerning human rights legislation, a series of newspaper advertisements were carried by all large Saskatchewan dailies in 1976. The "Problem Solved" format illustrated the kinds of work the Commission does and how it can be successfully used to solve a variety of complaints.

As a result of the newspaper campaign, the Commission offices received a large number of requests for further information and speakers, which indicated the success of the program.

The Commission continues to be actively involved with the schools. As a result of the research studies "Prejudice in Social Studies Textbooks" and "Sex Bias in Primary Readers" an Advisory Committee was struck, consisting of representatives from the Saskatchewan Teachers' Federation, the Saskatchewan School Trustee's Association, the Saskatchewan Department of Education and the Saskatchewan Human Rights Commission. The Advisory

SEX DISCRIMINATION — EMPLOYMENT

Women receiving less fringe benefits

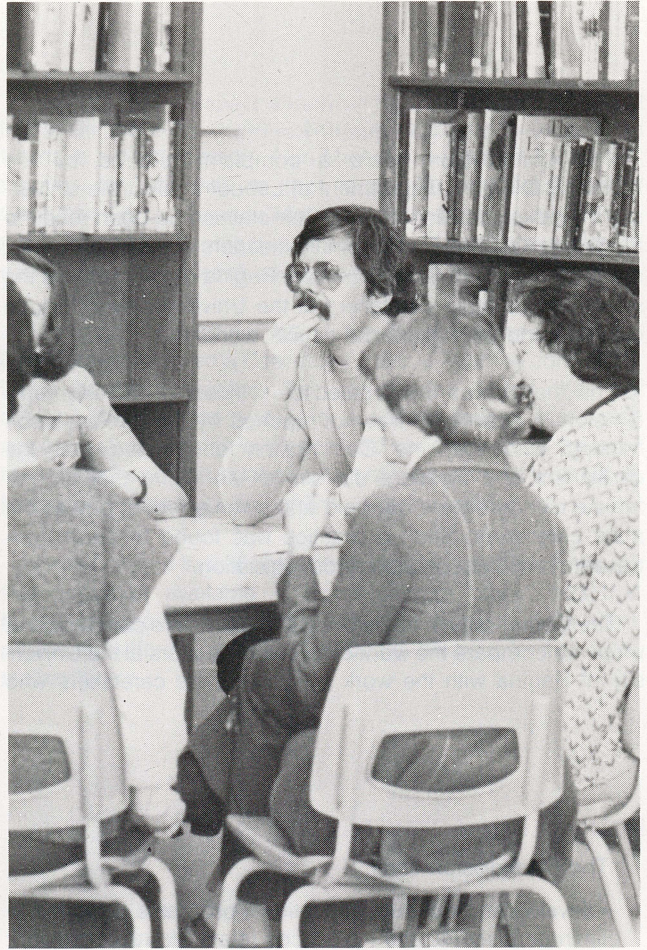
Female employees of a company were receiving less group life insurance and less sickness and accident benefits (by \$10 a week) than male employees.

PROBLEM SOLVED

The Saskatchewan Human Rights Commission was contacted and a Commission officer met with the employer and the employee's union. Female employees now receive the same fringe benefits as male employees.

The Saskatchewan Human Rights Commission guarantees your rights to equal opportunity in employment, housing and use of public places. Discrimination on the basis of race, nationality, ancestry, colour, place of origin, religion or sex is illegal.

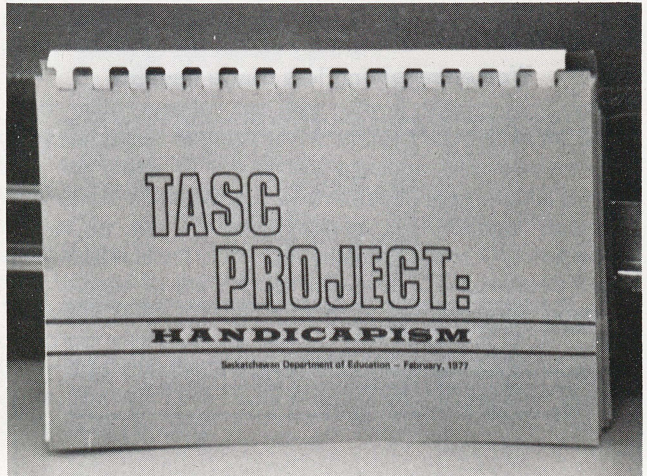
To find out more about your basic rights, contact the Commission at the office nearest you.



Committee has prepared an in-service workshop for teachers. The TASC (Teacher Awareness of Stereotyping in the Classroom) Project has been well received and it is anticipated that increasing numbers of school jurisdictions will participate in it.

In 1976, the Commission hosted the annual CASHRA (Canadian Association of Statutory Human Rights Agencies) Conference in Saskatoon. This Conference, which focused on native issues, particularly concerning employment and housing, was very well received.

In February 1977, a series of workshops were conducted by Commission staff for employees of the Department of Highways. The workshops were in response to a request from the department following the Gail Oliver vs the Department of Highways Board of Inquiry. Senior Highways personnel from all parts of the province attended the workshops in order that they might become more knowledgeable about human rights legislation in the employment field.



All Commission offices continue to supply information concerning human rights. Requests for information have increased each year, as has the demand for speakers. With increasing frequency, Commission staff are asked to participate in seminars or workshops and conferences concerning human rights and human rights related fields.

photos by Liz Dowdeswell

**a pictorial history of the
Métis and Non-Status Indian in Saskatchewan**



Published by the Saskatchewan Human Rights Commission
in co-operation with
The Association of Metis and Non-Status Indians of Saskatchewan

STATE OF THE SASKATCHEWAN

Housing conditions have been a continual source of complaints by native people. The Commission undertook to publish, as a special edition of the newsletter, a report prepared by Freda Moosehunter, a student of the School of Social Work. The report outlines the conditions in which some native families in Saskatoon must live. Several provincial and federal agencies have responded to the report indicating their concern.

Native people have often expressed dissatisfaction with the way they are portrayed in school textbooks. In a project done in cooperation with the Association of Metis and Non-Status Indians, the Commission published a biographical history of Metis and Non-Status Indians in Saskatchewan. The publication has been widely accepted and will be used as a supplementary source of material in schools in Saskatchewan.



photo by Bob Barkwell

STAFF OF THE SASKATCHEWAN HUMAN RIGHTS COMMISSION



Photo by Bob Barkwell

Front row L to R

Caryl MacKenzie, Marilyn Leocard, Art Fisher, Sandra Walbaum

Second row L-R

Judy Kostyshyn, Karen Hyde, Norma Green, Myrna Lavalley, May Barr, Fleurette Osborne

Back Row L-R

Greg Deren, Donalda Steinke, David Hosking, Michael O'Sullivan, Clay Van Dyck, Brian Dagdick

COMMISSION PUBLICATIONS

The following is a list of publications produced by the Saskatchewan Human Rights Commission to date:

Fair Employment Practices and You — A Guide for Trade Unions
Fair Employment Practices and You — A Guide for Employers
Fair Accommodation Practices and You
A Guide for Employers regarding Employment Application forms and interviews under the
Saskatchewan Human Rights Legislation
Guidelines for Advertisers and Publishers
What Are Your Human Rights?
Your Rights as Women in Saskatchewan
Sex Bias in Primary Readers
Prejudice in Social Studies Textbooks
— Supplement to Prejudice in Social Studies Textbooks
Report and Summary of Activities — report of the first two years of the Saskatchewan Human
Rights Commission
A Pictorial History of the Metis and Non-Status Indian in Saskatchewan
Saskatoon Native Housing Report
What's a Human Right? — poster
Sask Media tape slide presentations
Sex Stereotyping in Children's Books — slide tape presentation
You Can't Win With a Bigot — slide presentation
They Hear More Than We Say — tape slide show
Alternatives to Stereotype Attitudes in the Classroom — tape slide presentation

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SASKATCHEWAN HUMAN RIGHTS COMMISSION

