



## **What is discrimination?**

Discrimination means treating people differently, negatively or adversely without a good reason.

## **Grounds for Action**

Under the Canadian Human Rights Act it is against the law for any employer or provider of service that falls within federal jurisdiction to make unlawful distinctions based on the following prohibited grounds:

- race
- national or ethnic origin
- colour
- religion
- age
- sex (including pregnancy and childbearing)
- marital status
- family status
- Physical or mental disability (including dependence on alcohol or drugs )
- conviction for which a pardon has been granted
- sexual orientation

Everyone is protected by the Canadian Human Rights Act in dealing with the following employers and service providers:

- federal departments, agencies and Crown corporations
- Canada Post
- chartered banks
- national airlines
- interprovincial communications and telephone companies
- interprovincial transportation companies
- other federally regulated industries, such as certain mining operations

All provinces and territories have similar laws forbidding discrimination in their areas of jurisdiction.

## **The Canadian Human Rights Commission**

The Canadian Human Rights Commission administers the Canadian Human Rights Act, and ensures that the principles of equal opportunity and non-discrimination are followed in all areas of federal jurisdiction.



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## The Commission:

- investigates complaints of discrimination in employment and in provision of services;
- investigates complaints alleging inequities in pay between men and women who are performing work of equal value;
- monitors federally regulated employers to ensure that they are providing equal employment opportunities for women, visible minorities, aboriginal peoples and persons with disability;
- develops and conducts information programs to promote public understanding of the Act and the role and activities of the Commission.

For more information or assistance, call or write to the office of the Canadian Human Rights Commission nearest you.

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*For more information, contact the regional office of the Canadian Human Rights Commission nearest you.*

### ***Atlantic/Atlantique***

*Halifax* : (902) 426-8380  
Toll Free/Sans frais : 1-800-999-6899  
TTY/ATS : 1-888-643-3304  
Fax/Télécopieur : (902) 426-2685

### ***Quebec/Québec***

*Montreal/Montréal* : (514) 283-5218  
Toll Free/Sans frais : 1-800-999-6899  
TTY/ATS : 1-888-643-3304  
Fax/Télécopieur : (514) 283-5084

### ***Ontario***

*Toronto* : (416) 973-5527  
Toll Free/Sans frais : 1-800-999-6899  
TTY/ATS : 1-888-643-3304  
Fax: (416) 973-6184

### ***Prairies***

*Winnipeg* : (204) 983-2189  
Toll Free/Sans frais : 1-800-999-6899  
TTY/ATS : 1-888-643-3304  
Fax : (204) 983-6132

*Pour plus de renseignements, communiquez avec le bureau de la Commission canadienne des droits de la personne de votre région :*

### ***Alberta and/et Northwest Territories/Territoires du Nord-Ouest***

*Edmonton* : (403) 495-4040  
Toll Free/Sans frais : 1-800-999-6899  
TTY/ATS : 1-888-643-3304  
Fax/Télécopieur : (403) 495-4044

### ***British Columbia/Colombie-Britannique and/et Yukon***

*Vancouver* : (604) 666-2251  
Toll Free/Sans frais : 1-800-999-6899  
TTY/ATS : 1-888-643-3304  
Fax/Télécopieur : (604) 666-2386

### ***National Capital/Capitale nationale***

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Phone/Téléphone : (613) 995-1151  
Toll Free/Sans frais : 1-888-214-1090  
TTY/ATS : 1-888-643-3304  
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