



HUMAN RIGHTS ISSUES

Both collective agreements and the *Canadian Human Rights Act* (CHRA) prohibit discrimination by the Employer on any of eleven grounds. These are:

- race;
- national or ethnic origin;
- colour;
- religion;
- age;
- sex (including pregnancy and childbirth);
- sexual orientation;
- marital status;
- family status;
- disability (including mental conditions, alcohol or drug dependency), and;
- pardon for criminal conviction.

In addition to the above, the collective agreement also provides freedom from discrimination by reason of membership or activity in the Alliance.

If a member believes he/she has been discriminated against based on one or more of the prohibited grounds under the CHRA, a complaint to the Canadian Human Rights Commission (CHRC) can be filed. The timeframes for filing a human rights complaint is one year from the alleged incident and/or circumstances which are believed to be discriminatory. The process for filing a complaint can be found on the CHRA web site: <http://www.chrc-ccdp.ca/>

While, in the past, a grievance could also be filed on these prohibited grounds, adjudicators did not have the jurisdiction to deal with them unless redress could be provided under the terms of the collective agreement. However, with the introduction of the *Public Service Labour Relations Act*, (PSLRA) members can now file grievances involving issues under the CHRA, except in relation to pay equity, and be awarded monetary relief as provided under the new PSLRA (s. 208). The CHRC is entitled to be notified of such grievances and can make submissions to an adjudicator. A grievance must be filed within 25 days of the incident and/or event which is alleged to be discriminatory.

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