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All index references are to section numbers of the Ontario Human Rights Code, unless preceded by one of the following: “HRTO, R.” (which refers to the rule number of the Human Rights Tribunal Rules of Procedure); “HRTOPD” (which refers to the Human Rights Tribunal Practice Directions); “HRTOP” (which refers to Human Rights Tribunal of Ontario Policy Documents); or “OHRCPG” (which refers to Ontario Human Rights Commission Policies and Guidelines).

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