Summary of Contents

Volume 1

PART I. OVERVIEW OF DISCRIMINATION

Chapter 1. What is Discrimination?

Chapter 2. Scope and Application

PART II. PROHIBITED GROUNDS OF DISCRIMINATION

- Chapter 3. Age Discrimination
- Chapter 4. Criminal Record
- Chapter 5. Physical or Mental Disability
- Chapter 6. Genetic Discrimination
- Chapter 7. Marital or Family Status
- Chapter 8. Political Belief or Activity
- Chapter 9. Race, Colour or Place of Origin
- Chapter 10. Religion and Creed
- Chapter 11. Sex Discrimination
- Chapter 12. Sexual Harassment
- Chapter 13. Sexual Orientation
- Chapter 14. Social Condition
- Chapter 15. Hate Messages

PART III. DEFENCES

- Chapter 16. Bona Fide Occupational Requirement Defence and the Duty to Accommodate
- Chapter 17. Other Defences

PART IV. REMEDIES AND PROCEDURE

Chapter 18. Remedies

Appendix 18A. Remedies

 $^{\odot}$ 2025 Thomson Reuters, Rel. 2, 8/2025

LAW OF HUMAN RIGHTS IN CANADA

Chapter 19. Procee	dural Matters
--------------------	---------------

Chapter 20	Appeals	and Judicial	Review
------------	---------	--------------	--------

Appendices

Appendix A.	Prohibited Grounds of Discrimination in
	Canada by Jurisdiction

Volume 2

Appendices (Continued)

Appendix B. Canada

- Appendix B1. Environmental Sensitivity and Scent-Free Policies
- Appendix B2. COVID-19 and Mental Health in the Workplace

Appendix C. Manitoba

- Appendix C1. Human Rights Considerations in Hiring
- Appendix C2. Drugs and Alcohol in the Workplace
- Appendix C3. Harassment and Sexual Harassment
- Appendix C4. Reasonable Accommodation in the Workplace
- Appendix C5. Discrimination Based on COVID-19
- Appendix C6. Human Rights and COVID-19 Vaccination Requirements
- Appendix C7. Discrimination Based on Gender Identity
- Appendix C8. Human Rights Considerations in Housing

Appendix D. New Brunswick

- Appendix D1. Guideline on Accommodating Physical and Mental Disabilities at Work
- Appendix D2. Guideline on Accommodating People with Service Animals
- Appendix D3. Guideline on Gender Identity or Expression (May 2017)
- Appendix D4. Guideline on Family Status

Appendix D5. Guideline on Sexual Harassment

Appendix E. Newfoundland & Labrador

Summary of Contents

Appendix E1.	Guidelines on Sexual and Gender Based Harassment in the Workplace
Appendix E2.	Guidelines on Age Based Discrimination in Employment
Appendix E3.	Guidelines for Workplace Alcohol and Drug Testing Policies
Appendix E4.	Guidelines for Accommodation of Pregnancy in the Workplace
Appendix F. N	orthwest Territories
Appendix F1.	Human Rights and Employment
Appendix G. O	Intario
Appendix G1.	Policy on Ableism and Discrimination Based on Disability
Appendix G2.	Policy on Employment Related Medical Information
Appendix G3.	Policy on Drug and Alcohol Testing 2016
Appendix G4.	Policy on HIV/AIDS-Related Discrimination
Appendix G5.	Policy on Preventing Discrimination Based on Creed
Appendix G6.	Policy on Preventing Discrimination Based on Mental Health Disabilities and Addictions
Appendix G7.	Policy on Preventing Sexual and Gender- Based Harassment
Appendix G8.	Your Guide to Special Programs and the Human Rights Code
Appendix G9.	Policy on Preventing Discrimination Because of Pregnancy and Breastfeeding
Appendix G10.	Policy on Removing the "Canadian Experience" Barrier
Appendix G11.	Policy on Preventing Discrimination Because of Gender Identity and Gender Expression
Appendix G12.	Policy on Female Genital Mutilation (FGM)
Appendix G13.	Policy and Guidelines on Discrimination Because of Family Status
Appendix G14.	OHRC Policy Position on Sexualized and Gender-Specific Dress Codes
© 2025 Thomas	Postora Pol 9 8/9095 Contents 2

 $^{\odot}$ 2025 Thomson Reuters, Rel. 2, 8/2025

LAW OF HUMAN RIGHTS IN CANADA

- Appendix G15. Policy on Eliminating Racial Profiling in Law Enforcement
- Appendix G16. Policy on Accessible Education for Students with Disabilities
- Appendix G17. Policy on Human Rights and Rental Housing
- Appendix G18. Policy and Guidelines on Racism and Racial Discrimination
- Appendix G19. Policy on Discrimination and Harassment because of Sexual Orientation

Appendix H. Quebec

Appendix H1. Discriminatory Harassment in the Workplace

Appendix I. Saskatchewan

- Appendix I1. Policy Relating to Persons with Disabilities as a Designated Equity Group
- Appendix I2. Policy Relating to Women as a Designated Group

Appendix J. Alberta

- Appendix J1. Defences to Human Rights Complaints
- Appendix J2. Duty to Accommodate

Appendix J3. Duty to accommodate Students with Disabilities in Post-Secondary Educational Institutions

Volume 3

Appendices (Continued)

- Appendix IF. Issues in Focus
- Appendix PS. Procedural Charts

Appendix RA. Related Articles

Appendix SLL. Selected Legal Literature

Appendix WP. Words and Phrases

Table of Cases

Index