Index

AGE—Cont'd

Mandatory retirement

generally, 7:27

ACCESSIBILITY

Accessibility for Ontarians with

Disabilities Act, 2005, 8:43 Canadian Human Rights deci-Reasonable accommodation, as, bona fide pension/ 8:39 superannuation plan, 7:25 ACCOMMODATION customer preference/employer Accessibility as form of reasonable preference, 7:24 accommodation, 8:39 sufficiency of risk vs. employee dignity, 7:18 Defined, 12:3 to 12:7 Canadian Labour Relations deci-Disability, 8:4, 8:9 sions, 7:8 Goods, services and facilities, 3:14. Summary of principles, 7:27 12:3 to 12:7, 12:44 Young persons, 7:26 Inborn characteristics, 8:13 Jurisdiction over AIDS/ARC/HIV DEFICIENCY federal Crown property, 3:12 Generally, 8:14, 8:15 property of federal works, ALCOHOLISM undertakings or businesses, Policy considerations, 8:30 3:13 Testing procedures, 8:27 to 8:29 Mental disability, 8:20 to 8:23 Pregnancy in the workplace, 9:22 ASSOCIATION WITH PERSONS DISCRIMINATED AGAINST Religious and credal differences, 6:21 Generally, **10:35** Residential, commercial and public, **BONA FIDE JUSTIFICATION** 3:11 **DEFENCE** Sexual discrimination in public ser-Defined, 12:37 vices, 9:48, 9:49 Difference from other defences age, 12:40 ADVERTISEMENTS exemptions for benefit of defined See notices, signs, symbols, class of persons, 12:41 advertisements and messages other defences and exemptions, 12:42 AFFIRMATIVE ACTION public decency, 12:39 Generally, 13:30, 17:19 **BONA FIDE OCCUPATIONAL AGE** REQUIREMENT/ Generally, 7:2, 7:26 QUALIFICATION (BFOR/Q) Bona fide occupational qualifica-

tion, American cases, 7:7

BONA FIDE OCCUPATIONAL REQUIREMENT/ **QUALIFICATION (BFOR/Q)** —Cont'd

Age-Cont'd American cases, 7:7 mandatory retirement, 7:6, 7:18 Disability, 8:9, 8:33, 8:38 Employment, 13:16 to 13:19, 13:21 Evidence in cases involving, 16:28 Family status, 10:14 Religion, 6:13 Sex, 9:14, 9:15

BRITISH COLUMBIA (PUBLIC SERVICE EMPLOYEE RELATIONS COMMISSION) V. B.C.G.E.U. ("MEIORIN")

Generally, **4:16**, **4:17**, **6:6**, **6:11**, **7:9** to 7:27, 8:9, 8:10, 8:33, 8:39, 9:12, 12:13, 13:2 to 13:23, 16:27

BRITISH COLUMBIA (SUPERINTENDENT OF MOTOR VEHICLES) V. **BRITISH COLUMBIA** (COUNCIL OF HUMAN RIGHTS) ("GRISMER")

Generally, **4:13**, **4:16**, **4:18**, **6:6**, 6:11, 7:9 to 7:27, 8:9, 8:10, 8:33, 8:39, 9:12, 13:2 to 13:23, 16:27

CANADIAN BILL OF RIGHTS

Generally, 1:2, 2:17, 3:1, 9:22, 17:10, 17:16

CANADIAN HUMAN RIGHTS ACT

Generally, 2:2, 2:3 to 2:17, 3:1 to 3:11, 3:17, 10:7, 10:22, 11:7, 12:12, 16:48

CHARTER OF RIGHTS AND FREEDOMS AND HUMAN **RIGHTS CODES**

Generally, 2:17, 17:20

CHARTER OF RIGHTS AND FREEDOMS AND HUMAN RIGHTS CODES—Cont'd

Affirmative action, 17:19, 17:20 Equality rights

Canadian Bill of Rights, s. 1, 17:10

elements

equality and human dignity, relationship between, 17:16

equality defined, 17:14 every individual defined, 17:13 limits of state action, 17:15

historical and comparative setting, 17:9

preliminary issues in s. 15 case law, 17:11

Legal rights

bias

judicial/institutional, 17:5 personal, 17:4 investigation procedures, 17:2 jurisdiction to apply, 17:6 unreasonable delay, 17:7

Multiculturalism rights

impact of s. 27 on human rights law, 17:18

individual rights vs. group rights, 17:17

CITIZENSHIP AS CRITERION OF NATIONALITY

Generally, 5:7

CIVIL STATUS, QUEBEC **CHARTER**

Generally, **10:15**

COMMERCIAL TENANCIES

Generally, **14:12**

CONSTITUTION ACT, 1867 (BRITISH NORTH AMERICA ACT)

Generally, 1:2, 3:1, 3:12, 3:16, 6:12

DEFINITIONS OF CREED DISCRIMINATION—Cont'd See religion or creed United Kingdom CRIMINAL CONVICTION, "direct" or "intentional," 4:7 PARDONED CONVICTION "indirect," 4:8 Generally, 10:32 United States, 4:5 **CROWN** DISABILITY Employees, 3:2 Generally, 8:1 Federal Crown property, 3:12 Accessibility for Ontarians with Disabilities Act, 2005, 8:43 **CUSTOMER PREFERENCE** Aspects of Disability, 8:8 actual or perceived, 8:7 Employment, 13:18 customer preference, 8:8 Language, 5:8 visible or invisible, **8:6** Mandatory retirement, 7:24 Bona fide occupational requirement, Sex, 9:15, 9:19 8:9, 8:33, 8:38 Definition **DEFINITIONS OF** Canada human rights legislation, DISCRIMINATION 8:3 Generally, 4:1 case law, 8:4 Canada Duty to accommodate, 8:9 "direct" and "adverse effect," Groups with disproportionate 4.15 numbers of disabled persons, historical overview, 4:11 8.31 human rights law, modern test, Overview of Canadian anti-4:16 discrimination legislation, 8:2 personal dignity, 4:18 Particular conditions/illnesses philosophical questions, 4:19 AIDS/ARC/HIV deficiency, 8:14, Supreme Court of Canada defines 8:15 "direct" and "adverse alcoholism, 8:27 to 8:30 effect," 4:15 drug dependency, 8:27 to 8:30 systemic discrimination, 4:17 groups with disproportionate unified test applied, 4:16 numbers of disabled persons, 8:31 Canadian anti-discrimination inborn characteristics, 8:12, 8:13 statutes, 4:4 intersectionality, 8:31, 8:32 Charter of Rights and Freedoms, 4:3 language-related disability, 8:25, 8:26 Dictionary, **4:2** medical absenteeism, 8:19 Human rights provisions, principles of construction, 4:20 mental disability, 8:20 to 8:24 International instruments obesity, 8:11 definitions in, 4:9 physical disability/illness, 8:16 to impact of human rights instru-8:18 ments on Canadian cases, recovery/rehabilitation, disability

4:21

during, 8:19

DISABILITY—Cont'd

Particular conditions/illnesses
—Cont'd
temporary physical disability,
8:16

DRUG DEPENDENCY

Policy considerations, **8:30** Testing procedures, **8:27 to 8:29**

EDUCATIONAL INSTITUTIONS

Post-secondary educational facilities, **12:27**

Private primary and secondary schools, **12:26**

Public primary and secondary schools, 12:25

EMPLOYMENT

Bona fide occupational requirement/ qualification customer preference, 13:18

general defence, 13:16

miscellaneous considerations, 13:19

safety concerns, 13:17

Definitions

"employee," 13:8

"employer," 13:8

"employment or occupation," 13:8

"in the course of employment, 13:14

"terms and/or conditions of employment," 13:15

Exemptions

pension and benefit plans, 13:22 special interest organizations, 13:21

Legislation

initiatives to promote nondiscriminatory workplaces affirmative action/employment equity programs, 13:30 contract compliance, 13:24 equal pay, 13:25 to 13:28 pay equity schemes, 13:29

EMPLOYMENT—Cont'd

Pre-employment stage
advertisements and job application forms, 13:4
hiring stage, 13:3
job interviews, 13:5
pre-employment testing, 13:6
Probationary employment, 13:11
Sheltered employment, 13:12
Special interest organizations, exemptions, 13:21
Volunteer employment, 13:10

EMPLOYMENT LEGISLATION

Generally, **2:2, 2:17**Initiatives to promote non-

discriminatory workplaces affirmative action/employment

equity programs, 13:30

contract compliance, 13:24

equal pay, 13:25 to 13:28

pay equity schemes, 13:29

Jurisdiction

generally, 3:2

employees of federal Crown

corporations, 3:4

employees of federal works, undertakings or businesses

aeronautics, 3:9

navigation, 3:8

postal delivery, 3:6

telecommunications, 3:10

uranium mining, 3:7

employees of the Crown in right

of Canada, 3:3

jurisdiction, 3:13

Legislative initiatives, 13:23

EQUALITY RIGHTS

See Charter of Rights and Freedoms and human rights codes

EQUAL PAY LEGISLATION

Generally, 2:2, 2:3 to 2:17, 3:2, 4:1, 4:10, 13:25 to 13:30, 17:9

FACILITIES AVAILABLE TO PUBLIC

See goods, services, facilities and accommodation available to public

FACILITY, DEFINED

Generally, 12:3 to 12:7

FAIR ACCOMMODATION

Generally, 2:2, 3:13, 3:16, 11:2, 12:2, 14:6

FAMILY STATUS

Generally, 10:1, 10:2
Policy considerations, 10:5
Same-sex spouses and partners, 10:7
"Spouses," status of, 10:4
Status of family where children, 10:10

"FREE SPEECH," "FREE EXPRESSION" EXEMPTION

Generally, 11:3

GENDER EXPRESSION

Decency, 9:29
Definition, 9:2
Harassment, 9:35
Policy-based definitions, 9:3
Alberta, 9:3
British Columbia, 9:3
Ontario, 9:3
statutory protections, 9:2, 9:7
Transgender, 9:29
Transsexualism, 9:29

GENDER IDENTITY

Decency, 9:29
Definition, 9:2
Gender as identity, 9:29
Harassment, 9:35
Policy considerations, 9:3
Alberta, 9:3
British Columbia, 9:3
Ontario, 9:3, 9:7
Statutory protections, 9:2, 9:7

GENDER IDENTITY—Cont'd

Transgender, **9:29**Transsexualisum, **9:29**

GOODS, SERVICES, FACILITIES AND ACCOMMODATION AVAILABLE TO PUBLIC

Generally, 12:1
Accommodation, duty of, 12:44
Bona fide justification defence
defined, 12:37
difference from other defences
age, 12:40
exemptions for benefit of

exemptions for benefit of defined class of persons, 12:41

other defences and exemptions, 12:42 public decency, 12:39

Canadian law, 12:10

Definitions, 12:3 to 12:7

Educational institutions

post-secondary educational facilities, 12:27

private primary and secondary schools, 12:26

public primary and secondary schools, 12:25

Government services and facilities federal government, 12:12
Indian bands, 12:23

municipalities and other subordinate levels of government, 12:19

provincial government (excluding educational services), 12:13

Historical origins, 12:2 Jurisdiction, 3:14

Non-governmental public services and facilities

athletic associations, 12:30

commercial establishments, 12:34

professional services, **12:33** religious establishments, **12:35**

GOODS, SERVICES, FACILITIES AND ACCOMMODATION **AVAILABLE TO PUBLIC** -Cont'd

Non-governmental public services and facilities-Cont'd scholarships and awards, policy considerations, 12:32 trusts and financial institutions, 12:31

voluntary associations, 12:29 Public goods and services, case law, 12:45

United Kingdom law, 12:8 United States law. 12:9 Without reasonable cause, 12:43

GOVERNMENT SERVICES AND **FACILITIES**

Federal government, 12:12 Indian bands, 12:23 Municipalities and other subordinate levels of government, 12:19

Provincial government (excluding educational services), 12:13

GRISMER

See British Columbia (Superintendent of Motor Vehicles) v British Columbia (Council of Human Rights)

HISTORY OF **ANTI-DISCRIMINATION LEGISLATION**

Generally, 2:1, 3:1

HOUSING

Generally, 14:1 Statutory protections against housing-related discrimination generally, 14:1.30 Alberta, 14:1.30 defences, 14:1.30 prima facie case of discrimination, 14:1.30

HOUSING-Cont'd

Statutory protections against housing-related discrimination —Cont'd Alberta, 14:1.30—Cont'd

prohibited grounds, 14:1.30 age and family status, 14:1.30

British Columbia

defences, 14:1.30

exceptions, 14:1.30

payment of rent, significance of, 14:1.30

prohibited grounds, 14:1.30

Canada, 14:1.30

exception, 14:1.30

limitation on remedy, 14:1.30 prohibited grounds, 14:1.30

Manitoba

exemption, 14:1.30

harassment, 14:1.30

prohibited grounds, 14:1.30

Ontario

harassment, 14:1.30

prohibited grounds, 14:1.30

restrictions, 14:1.30

selecting prospective tenants, 14:1.30

HUMAN RIGHTS COMMISSIONS

Accountability, 15:9

Commissioners, 15:2

Commission staff, 15:3

Investigative role, 15:16 to 15:19

Jurisdiction

conciliate and/or settle

complaints, 15:20 to 15:29

deal with complaints

complainant(s), 15:11

complaint form, 15:13

incorrect forum, 15:15

limitation periods, 15:14

respondent(s), 15:12

HUMAN RIGHTS	HUMAN RIGHTS TRIBUNALS
COMMISSIONS—Cont'd	AND OTHER
Mandate	ADJUDICATIVE BODIES
additional mandates and powers,	—Cont'd
15:8	Judicial review of decisions, 16:41
administer and enforce human	Jurisdiction
rights legislation, 15:5	application of human rights pro-
mandate statements, 15:7	visions by other statutory
public educational mandate, 15:6	decision makers, 16:49
Standard of review of decisions	arbitral jurisprudence, 16:46
not to refer complaint to hearing, 15:31	interaction between Canadian Human Rights Act and
to refer complaint to hearing,	Indian Act, 16:48
15:32	labour arbitrators and/or boards, 16:45
HUMAN RIGHTS LEGISLATION	
See also definitions of discrimina-	other statutory tribunals, 16:47
tion	paramountcy of human rights codes, 16:43
Discrimination before enactment, 1:2	parliamentary privilege and human rights codes, 16:50
Human rights in legislation other	workers' compensation boards,
than Human Rights Codes,	16:44
2:17	Orders and awards
Modern	generally, 16:57
Alberta, 2:8	jurisdiction to award costs, 16:52
British Columbia, 2:7	non-pecuniary remedies, 16:54
enactment, 2:2	pecuniary awards
federal, 2:3, 3:1	damages at large, 16:56
Manitoba, 2:10 New Brunswick, 2:13	wage loss, 16:55
Newfoundland & Labrador, 2:16	Procedure at hearings
Northwest Territories, 2:5	adjournments, 16:26
Nova Scotia, 2:14	bias and loss of jurisdiction, 16:37
Nunavut, 2:6	competence of complainant,
Ontario, 2:11	16:33
Prince Edward Island, 2:15	documents, production and
Quebec, 2:12	discovery, 16:32
Saskatchewan, 2:9, 3:1	evidence
Yukon, 2:4	burden of proof, 16:30
HUMAN RIGHTS TRIBUNALS	cases involving BFOR/Qs, 16:29
AND OTHER	sexual harassment cases, 16:28
ADJUDICATIVE BODIES	in camera hearings, 16:25
Generally, 16:2	jurisdiction objections
Composition of adjudicative bodies,	bias and loss of jurisdiction,
16:3	16:37

HUMAN RIGHTS TRIBUNALS AND OTHER ADJUDICATIVE BODIES —Cont'd

Procedure at hearings—Cont'd jurisdiction objections—Cont'd unreasonable delay and loss of jurisdiction, 16:36 loss of jurisdiction, 16:35 miscellaneous issues, 16:34 unreasonable delay and loss of jurisdiction, 16:36 venue, 16:24

Qualifications for office, **16:4**Remedial jurisdiction
costs awards, **16:52**statutory powers, **16:51**

Tenure and qualifications allegations, **16:6**

BC Human Rights Tribunal as its own gatekeeper, **16:14 to 16:21**

Ontario Human Rights Tribunal as its own gatekeeper, **16:22** parties, **16:6**

Tort law, convergence with human rights legislation, **16:58**

INSURANCE

Generally, 2:1

INTERSECTIONALITY

Groups with disproportionate numbers of disabled persons, **8:32**

Race, colour, national or ethnic origin, **5:4**Sexual harassment, **9:34**

LANGUAGE

Generally, **5:8**, **5:9**, **10:33**Language-related disability, **8:25**, **8:26**

Policy considerations, 10:34

LEGISLATIVE JURISDICTION

Generally, 3:1, 3:18

LEGISLATIVE JURISDICTION —Cont'd

Accommodation, 3:11

Advertising, notices, signs and symbols, **3:15**

Contract compliance schemes, **3:17** Employment and remuneration, **3:2** Goods, services and facilities available to public, **3:14**

Indians and lands reserved for Indians, **3:16**

"Special programmes," 3:17

MARITAL/FAMILY STATUS

Generally, 10:1, 10:2
Civil status, 10:15
Exclusion from "sex," 9:6
Policy considerations, 10:5
Same-sex spouses and partners, 10:7
"Spouses," status of, 10:4

"Spouses," status of, **10:4**Status of family where children, **10:10**

MEIORIN

See British Columbia (Public Service Employee Relations Commission) v. B.C.G.E.U.

MENTAL DISABILITY

Accommodation, 8:20 to 8:23 On the job, 8:20 to 8:23 Policy considerations, 8:24 Sick leave, 8:20 to 8:23

MESSAGES

See notices, signs, symbols, advertisements and messages

MULTICULTURALISM RIGHTS

Impact of s. 27 on human rights law, **17:18**Individual rights vs. group rights, **17:17**

NON-GOVERNMENTAL PUBLIC SERVICES AND FACILITIES

Athletic associations, 12:30

NON-GOVERNMENTAL PUBLIC SERVICES AND FACILITIES —Cont'd

Commercial establishments, **12:34** Professional services, **12:33**

Religious establishments, 12:35

Scholarships and awards, policy considerations, 12:32

Trusts and financial institutions, 12:31

Voluntary associations, 12:29

NOTICES, SIGNS, SYMBOLS, ADVERTISEMENTS AND MESSAGES

Generally, 11:1

Canadian Human Rights Act, s. 13, 11:7

Case law, 11:2

Constitutional issues, "free speech," "free expression" exemption, 11:3

OBESITY

Generally, 8:11

PAY EQUITY

See employment legislation

PHYSICAL

DISABILITY/ILLNESS

Generally, 8:17

Recovery/rehabilitation, disability during, **8:19**

Temporary, 8:16

Unknown etiology, diagnosis or prognosis, **8:18**

POLITICAL OPINION, BELIEF, CONVICTIONS

Generally, 10:29

Case law, 10:31

Legislation, table of provisions, 10:30

POST-WORLD WAR II ANTI-DISCRIMINATION LEGISLATION

Generally, 1:1

PRE-CONFEDERATION LEGISLATION

Generally, 1:1

PREGNANCY IN THE WORKPLACE

Generally, 9:21, 9:22, 9:26, 9:27

PURCHASE AND SALE OF REAL PROPERTY

See real property, purchase and sale of

RACE, COLOUR, NATIONAL OR ETHNIC ORIGIN

Generally, 5:2, 5:10

Analogous grounds, 5:5

citizenship as criterion of nationality, **5:7**

place of origin, ethnic origin(s), **5:6**

Language, 5:8

policy considerations, 5:9

Policy considerations

intersectionality, 5:4

racism as form of discrimination,

5:3

REAL PROPERTY, PURCHASE AND SALE OF

Generally, 14:2 to 14:6

Case law, 14:13

REFUSAL OF SERVICES

Generally, 1:2

RELIGION OR CREED

Generally, 6:2

American cases, **6:3**

Bona fide occupational qualification

generally, **6:11**

cases where BFOQ raised, 6:13

conflict between freedom of religion/creed and other

freedoms, 6:22

exceptions and exemptions, 6:20

s. 93(1) of BNA Act, impact, **6:12**

RELIGION OR CREED-Cont'd SEX-Cont'd Canadian cases, 6:5 Definition English and Commonwealth cases, exclusions, 9:4 6:4 Policy-based definitions, 9:3 Intent requirement Discrimination outside the generally, 6:6 workplace, 9:20, 9:47 American cases, 6:7 public services and accommodation (housing), 9:48, 9:49 English cases, 6:8 O'Malley v. Simpsons-Sears Ltd. **Employment** and rejection of intention, compensation, 9:12 6:10 dress and grooming codes, 9:19 pregnancy, 9:19 RENTAL OF RESIDENTIAL pregnancy, 9:21, 9:22, 9:25 to **PROPERTY** 9:27 Generally, 14:2 to 14:6, 14:8 workplace, 9:10, 9:46 Commercial tenancies, 14:12 Gender identity and gender expres-Defences, 14:2 to 14:6 sion, 9:2, 9:7, 9:28 Existing landlord-tenant relationdecency, 9:29 ship, 14:11 definition, 9:2 to 9:4 Refusal to rent to particular gender as identity, 9:29 applicants, 14:10 harassment, 9:35 Types of residential accommodapolicy considerations, 9:2 tions protected by law, 14:9 Alberta, 9:2 British Columbia, 9:2 REPRISALS AND RETALIATION Ontario, 9:2 Generally, 10:36 statutory protections, 9:7 RESTRICTIVE COVENANTS Marital status, 9:6 Generally, 1:2, 2:2 Sexual harassment elements of case RETALIATION course of conduct, 9:39 Generally, **10:36** damages, measure of, 9:45 "RIGHT TO DISCRIMINATE" in course of employment, 9:40 Generally, 2:1 objective standard, 9:37 prior complaint, 9:43 SASKATCHEWAN BILL OF problems of proof, 9:44 **RIGHTS, THE (1947)** sexual in nature, 9:38 Generally, 2:2 "unwelcomeness," 9:41 **SERVICES** legislation Available to public, see goods, sergenerally, 9:35 vices, facilities and accom-Canada, 9:35 modation available to public prohibition, 9:35 Defined, 12:3 to 12:7 Manitoba, 9:35 **SEX** definition, 9:35 Canadian human rights statutes, 9:2 prohibition, 9:35

SEX-Cont'd SEXUAL HARASSMENT—Cont'd Sexual harassment—Cont'd Elements of case—Cont'd legislation—Cont'd damages, measure of, 9:45 New Brunswick, 9:35 in course of employment, 9:40 definition, 9:35 objective standard, 9:37 prohibition, 9:35 prior complaint, 9:43 Newfoundland and Labrador, problems of proof, 9:44 9:35 sexual in nature. 9:38 prohibition, 9:35 "unwelcomeness," 9:41 sexual solicitation, defined, Policy considerations, 9:46 9:35 Workplace Northwest Territories, 9:35 early Canadian cases, 9:33 definition, 9:35 historic development, 9:32 prohibition, 9:35 Supreme Court of Canada deci-Nova Scotia, 9:35 sions, 9:34 definition, 9:35 Nunavut. 9:35 SEXUAL ORIENTATION definition, 9:35 Generally, 10:19 prohibition, 9:35 Case law, 10:22 Ontario, 9:35 Exclusion from "sex," 9:5 definition, 9:35 Policy considerations, 10:22 prohibition, 9:35 **SIGNS** Quebec, 9:35 prohibition, 9:35 See notices, signs, symbols, advertisements and messages Yukon, 9:35 definition, 9:35 **SLAVERY** prohibition, 9:35 Act for the Abolition of Slavery, 1:1 workplace An Act to prevent the further early Canadian cases, 9:33 introduction of slaves, 1:1 historic development, 9:32 End of slavery in Canada, 1:1 policy considerations, 9:46 Supreme Court of Canada SOCIAL ASSISTANCE decisions, 9:34 **LEGISLATION** Sexual orientation Generally, 2:2 generally, 10:19 SOCIAL CONDITION, SOCIAL case law, 10:22 ORIGIN, SOURCE OF exclusion from "sex," 9:5 INCOME legislation, table of provisions, Generally, **10:16 to 10:18** 10:20 policy considerations, 10:28 SOURCE OF INCOME Statutory protections, 9:2 Generally, 10:16 to 10:18 Systemic discrimination, 9:12 **SYMBOLS** SEXUAL HARASSMENT Elements of case See notices, signs, symbols, course of conduct, 9:39 advertisements and messages

UNITED KINGDOM

Definitions of discrimination "direct" or "intentional," **4:7** "indirect," **4:8**

Goods, services, facilities and accommodation available to public, 12:8

Religion or creed, 6:4, 6:8

UNITED STATES

Age - bona fide occupational qualification cases, 7:7

Definitions of discrimination, 4:5

Goods, services, facilities and

accommodation available to

public, **12:9**

Religion or creed, 6:3, 6:7

VOTING RIGHTS

Age discrimination, **7:26**Cunningham and A-G for British
Columbia v. Tomey Homma
and A-G for Canada, **1:2**Women, **1:1**

WOMEN

See also sex, sexual harassment Affirmative action/employment equity programs, 13:30

Equal pay, 13:25 to 13:28

Pregnancy in the workplace, 9:21, 9:22, 9:26, 9:27

Re Meaning of Word "Persons" in Section 24 of the BNA Act "Edwards," 1:2

Voting rights, 1:1