### INDEX

The commentary, Practice Directions, Regulations, and Rules entries in the index are referenced to page numbers.

The *Human Rights Code* statute entries are referenced to the section numbers of the *Code* preceded by the acronym HRC.

For example, in the entry:
Accommodation, 25; HRC 2(1),
25 refers to pages 25, and
HRC 2(1) refers to section 2(1) of the *Human Rights Code*.

Accessibility for Ontarians with Disabilities Act, 2005, 160, 348

Accommodation, 25; HRC 2(1), 21

- age, 76
- business practices permissible to landlords, HRC 21(3);
   Ont. Reg. 290/98
- disability and education, 66
- harassment in, 27; HRC 2(1),
- minor, 26; HRC 4
- reasonable, HRC 24(2)
- shared, HRC 21(1)

Accommodation of individual circumstances, see Duty to accommodate

### Age discrimination, 69

- employment, 71
- health care, 75
- housing accommodation, 76
- insurance services, 76

- liquor, 77
- sixty-five or over, 35, 71, 74; HRC 15
- tobacco and vapour products, 77

**Announced intention to discriminate**, HRC 13

Anti-racism secretariat, HRC 31.3

Applications on behalf of another person, HRC 34(5)

- applicant
- • role and responsibilities, 373, 435
- claimant
- • legal capacity, 373

Areas of freedom from discrimination, see Discrimination

**Bona fide** occupational requirements and accommodation, 20; HRC 11(2), 24(2)

Canadian citizenship, HRC 16

Charter of Rights and Freedoms, 7, 435

Civil remedy, 167; HRC 46.1

Constructive discrimination, HRC 11(1)

Contracts, 9, 38; HRC 3, 26(1)

Corporate liability, 148

Crown, Act binds, HRC 47

**COVID-19 and the** *Code* 

- Commission policy statement, 155
- disability aid, 68

**Definitions**, 421, 427; HRC 10, 46, 49

- affected person, 427
- age, HRC 10(1)
- bargaining agent, 427
- case conference, 427
- Code, 425
- Commission, HRC 46; 427
- Confirmation of Hearing, 427
- disability, HRC 10(1)
- discrimination, 17
- effective date, HRC 49
- employment, 27
- equal, HRC 10(1)
- family status, 105; HRC 10(1)
- file, 427
- group insurance, HRC 10(1)

- harassment, HRC 10(1)
- holiday, 427
- Legal Support Centre, 427
- marital status, HRC 10(1)
- member, 427
- Minister, HRC 46
- new Part IV, HRC 49
- old Part IV, HRC 49
- party, 428
- person, HRC 46
- proceedings, 428
- record of offences, HRC 10(1)
- regulations, HRC 46
- rules and procedures, 421
- rules, 428
- sacred place, HRC 18(3)
- services, 24, HRC 10(1)
- spouse, HRC 10(1)
- Tribunal, 421, 428; HRC 46
- Tribunal rules, HRC 46
- vice-chair, 428

**Disability**, 45; HRC 10(1), 17, *see also* duty to accommodate

- drug and alcohol testing, 60
- education, 66
- employment, 48
- housing accommodation, 65
- pre-employment medical testing prohibited, 31

- Disability, 45; HRC 10(1), 17, see also duty to accommodate (cont'd)
- protected ground of discrimination, 18, 45

## Disability rights secretariat, HRC 31.4

**Discrimination** *see also* Grounds of discrimination

- age, see Age discrimination
- • announced intention to, HRC 13
- areas of protection under the *Code*, 13, 42
- association, because of, HRC
   12
- bona fide occupational requirements, 20-23; HRC 11, 24
- • cost, 21
- • health and safety, 22
- • outside funding, 22
- constructive, HRC 11
- contracts, 38; HRC 3, 26(1)
- defined, 17
- employment, see Employment
- grounds, see Grounds of discrimination
- housing accommodation, see Accommodation (i.e. housing)

- race or colour, 87
- reprisal, 40; HRC 8
- services, 24
- sex, see Sex discrimination
- special programs, 23; HRC 14(2)
- vocational associations, 40

## **Divisional Court, stated case to**, HRC 45.6

## Duty to accommodate

- bona fide occupational requirements, 20; HRC 11; HRC 24
- • cost, 21
- • health and safety, 22
- • outside funding, 22
- • special programs, 23
- reasonable, HRC 24(2)
- undue hardship, HRC 24(3)

## Employment, 27; HRC 5

- accommodation, see Duty to accommodate
- age, 69
- benefits, 34
- bona fide occupational requirements, 20; HRC 11,
- cannabis, 22, 60, 61
- conditional on membership in pension plan, HRC 25(1)
- corporate liability, 152

## Employment, 27; HRC 5 (cont'd)

- defined, 27
- disability, 48
- discrimination at hiring stage, 30
- • discriminatory employment advertising, HRC 23(1)
- • discriminatory interview questions, HRC 23(2)
- drug and alcohol testing, 46, 60
- equal treatment, HRC 5(1)
- family status, 105
- government contract, under, HRC 26
- harassment in, 35; HRC 5(2),
   7(2), (3)
- special, 33; HRC 24(1)
- trade unions, role of, 37

*Employment Standards Act*, **2000**, 34, 72, 79, 132, 160

## Gender identity and expression, 85

## Grounds of discrimination, 45

- age, 68
- • employment, 70
- • health care, 75
- • housing accommodation, 76
- •• insurance services, 76; HRC 22

- • liquor, 77, HRC 20(2)
- • sixty-five or over, HRC 15
- • tobacco and vapour products, 78; HRC 20(4)
- ancestry, place of origin and ethnic origin, 93
- Bill 35, Human Rights Code Amendment Act, 2018, 15
- Bill 40, the Human Rights Code Amendment Act (Genetic Characteristics), 2018, 15
- citizenship, 96; HRC 16
- creed, 98
- • COVID, 104
- • exemptions, creed based, 100
- • hours of work and, 101
- disability, 45; HRC 10(1)
- • contagious diseases (COVID-19), 68
- • drug and alcohol testing, 60
- • education, 66
- • employment, 48
- • housing accommodation, 65
- family and marital status, 105
- • child care responsibilities,
- •• disability of family member, 114

Grounds of discrimination, 45 *(cont'd)* 

- • elder care responsibilities, 110
- • identity of spouse or family member, 106
- gender identity and gender expression, 85
- most common, 146
- percentage of applications by ground, 115
- proposed grounds, 14
- record of offences, 92
- race or colour, 87
- • racial harassment, 90
- same-sex couples, 104
- sex, 77
- • gender-based dress codes, 85
- • pay equity, 163
- • pregnancy, 78; HRC 10(2)
- • sexual harassment, 81
- sexual orientation, 103

#### Harassment

- employment, 35; HRC 5(2), 7(2)
- extension of workplace beyond physical boundaries, 36

 housing accommodation, in, 27; HRC 2(2), 7(1)

### History

- evolution of human rights legislation in Ontario, 3
- • Canadian Charter of Rights and Freedoms, 7
- • legislating against discriminatory government acts, 5
- • legislating against discrimination in employment and accommodation, 4
- • legislating against discrimination in specified circumstances, 3
- • preamble to the *Code*, 10
- quasi-constitutional status of human rights legislation, 8, 152
- • unified legislation: Ontario *Human Rights Code*, 6
- historical influences, 1

Housing accommodation, see Accommodation (i.e. housing)

Human Rights Code Amendment Act, 2006, 15, 117, 122, 123, see also Transitional provisions

- Human Rights Commission, see Ontario Human Rights Commission
- Human Rights Legal Support Centre, 16, 149; HRC 45.11-45.18
- annual report, HRC 45.17.1
- audit, HRC 45.18
- board of directors, HRC 45.14
- establishment of, HRC 45.11
- government funding, HRC 45.15
- money not part of Consolidated Revenue Fund, HRC 45.16
- objects, HRC 45.12
- regulations, HRC 48
- support services, provision of, 149; HRC 45.13
- Human Rights Tribunal of Ontario, HRC 32-45.9; see also Human Rights Tribunal of Ontario — Rules of procedure, Practice Directions
- applications, 125, 126, 128, 142; HRC 35
- application by Commission, 128; HRC 35
- application by person, 125; HRC 34
- Commission policies, HRC 45.5

- communicating with, practice direction, 253, *see also* Practice Directions
- decisions, HRC 45.8
- deferral of application, HRC 45
- dismissal of application, HRC 45.1
- evidence used in proceedings, HRC 31.2
- forms, list of, 457
- hearings
- • before tribunal, 136, 138, 280, 381
- • summary, 135, 347, 408
- inquiry, HRC 44
- interpretation of Part and rules, HRC 41
- interventions, 202; HRC 37
- judical review of decision, 145
- mediation, 134
- orders, HRC 45.2, 45.3, 45.9(8)
- overlap with other forums, 160
- panels, HRC 33
- parties, HRC 36
- powers of, HRC 39
- • remedial, 141
- pre-hearing procedure, 136
- preliminary objections, 128

- Human Rights Tribunal of Ontario, HRC 32-45.9; (cont'd)
- reconsideration, HRC 24.6(7), 45.7
- referrals to Commission, HRC 45.4
- responding to application, 127
- rules, HRC 43
- service standards for mediations, hearings and decisions,
   146
- settlements, HRC 45.9
- stated case to Divisional Court, HRC 45.6
- transitional provisions, HRC 49-57

## Human Rights Tribunal of Ontario Specific Rules — Rules of procedure

- abuse of process, 422
- accommodation of *Code*-related needs, 422
- application and interpretation, 419, 421
- applications
- • Commission applications under s 35 of *Code*, 445
- •• s 34(1) or 34(5) of *Code*, 436
- • with request to defer consideration, 438

- • withdrawal of, 441
- case assessment direction, 450
- case processing and case management, 367
- communications with Tribunal and other parties, 371, 375, 430
- confidentiality of documents, 433
- contravention of settlements, 457
- courtesy and respect, 422
- deferral, 447
- definitions, 421, 427
- delivering documents to parties and other persons, 432
- • verifying delivery, 432
- disclosure of documents, 449
- disclosure of witnesses, 449
- dismissal of application outside jurisdiction, 446
- expedited proceedings, 454
- filing documents with Tribunal, 430
- form of proceedings, 432
- forms, 457
- interim remedies, 456
- • practice direction, 400
- language of proceedings, 290, 422

### Ontario Human Rights Code — Quick Reference

- Human Rights Tribunal of Ontario Specific Rules — Rules of procedure (cont'd)
- litigation guardians, 424
- • declarations, 424
- • naming and removing, 425
- • responsibilities, 426
- mediation, 448
- mediation-adjudication, 448
- non-attendance, 434
- non-compliance with rules, 435
- notice of constitutional question, 435
- participation of affected persons or organizations, 435
- powers of Tribunal, 421, 428
- public proceedings, 434
- reconsideration, request for, 331, 390, 458
- recording proceedings, 434
- • anonymization, practice direction, 414
- reply, 441
- representatives, 423
- request for order during proceedings, 451
- request to amend clerical errors, 457
- request to intervene, 442
- • bargaining agent, 444

- • Commission with consent of applicant, by, 444
- • Commission without consent of applicant, by, 443
- person or organization other than Commission, by, 442
- response to application, 439
- setting dates, 403, 433
- stated case to Divisional Court, 460
- summary hearings, 452
- summonses, 433
- time, calculation of, 430
- Tribunal-initiated preliminary consideration of jurisdiction, 446
- Tribunal-ordered inquiries, 453
- where substance dealt, 455

**Infringement prohibited**, HRC 9

Insurance contracts, restrictions for, HRC 22

Landlord-tenant matters, 26, 69, 228

Legal Support Centre, see
Human Rights Legal Support
Centre

Minimum drinking age, 77; HRC 20(2)

Non-Compliance with Rules, 435

# Notice of Constitutional Question, 445

Occupational Health and Safety Act, 84

Officers, acts of, HRC 46.3 Ontario Human Rights Commission, 15, 117; HRC 27-31.7

- advisory groups, HRC 31.5
- annual report, HRC 31.6
- anti-racism secretariat, HRC 31.3
- application to Tribunal, 123; HRC 35
- competing claims, 159
- disability rights secretariat, HRC 31.4
- disclosure of information to Comission by Tribunal, HRC 38
- documents published by, 121; HRC 45.5
- functions of, HRC 29
- Human Rights Code Amendment Act, 2006, 117
- inquiries, 119; HRC 31
- interventions by, 118; HRC 37
- matters referred to by Tribunal, HRC 45.4
- other reports, HRC 31.7

- policies and guidelines, 120; HRC 30, 45.5
- public education, 119
- role, 118
- search warrant, HRC 31.1
- transitional provisions, 122; HRC 49-57

*Pay Equity Act*, 163 Penalty, HRC 46.2

### **Practice Directions**

- anonymization of HRTO decisions, 414
- communicating with the Human Rights Tribunal of Ontario, 375
- electronic filing by licensed representatives, 379
- establishing regular contact person for organization, 371
- filing applications on behalf of another person under s 34(5) of *Code*, 373
- hearings before the Human Rights Tribunal of Ontario, 381
- hearings in regional centres, 289, 385
- intervention by a bargaining agent, 412
- litigation before, 357
- naming respondents, 244, 386

Practice Directions (cont'd)

- new case processing system and case management conference calls, 367
- reconsideration, 353, 390
- recording hearings, 394
- representation before Social Justice Tribunals Ontario, 241, 297, 353
- requests for language interpretation, 297
- requests to expedite an application and requests for an interim remedy, 397
- scheduling of hearings and mediations, rescheduling requests and requests for adjournments, 403
- summary hearing requests, 337, 408

Pregnancy, 78

Prosecution, 152; HRC 46.2

Quasi-constitutional status, 8-10, 152, 416

Race or colour discrimination, 87, 93

**Reconsideration of Tribunal decision**, HRC 45.6(7). [step 9]

Recreational clubs, HRC 20(3) Regulations, HRC 48, 56

 business practices permissible to landlords (290/98), 228 Reprisals, freedom from, 40; HRC 8

Restrictions of facilities by sex, HRC 20(1)

Separate school rights preserved, HRC 19(1)

Services, 24; HRC 1

Settlements, HRC 45.9, 54

**Sex discrimination**, 77, see also Gender identity and expression

- gender-based dress codes, 84
- pay equity, 157
- pregnancy and, 78; HRC 10(2)
- sexual harassment, 81

Sexual orientation discrimination, 103

Social areas see Discrimination

Solemnization of marriage by religious officials, HRC 18.1

**Special interest organizations**, HRC 18

Special programs, 23; HRC 14

 orders respecting, transitional provisions, HRC 50

Statutory Powers Procedure Act, HRC 42

**Tobacco and liquor and young persons**, 77; HRC 20(4)

Trade unions, role of, 37

## **Transitional provisions**, HRC 49

- application of s 32(3), HRC 51
- Commission, HRC 53
- regulations, HRC 56
- review, HRC 57
- Tribunal decisions before effective date, HRC 52(3)
- Tribunal powers before effective date, HRC 52(1)

- where complaints referred to Tribunal, HRC 55
- **Tribunal**, *see* Human Rights Tribunal of Ontario
- **Vocational associations**, 40; HRC 6
- Workplace Safety and Insurance Act, 1997, 23, 46, 60, 74, 160, 162, 175; HRC 10(1)