

Index

ACCESSIBILITY

- Accessibility Commissioner
 - absence or incapacity, **38.2**
 - disclosure of information to, **40.01**
 - powers, duties and functions, **38.1**
- Accessibility standards, regulations re, **24**
- Accessibility Unit, **32.1**
- Accessible Canada Act, **App. W**
- Accessible Canada Regulations, **App. X**

ACCOMMODATION

- Individual needs, of, **2**
- Undue hardship, to point of, **15(2)**

ACCOMMODATIONS, DENIAL OF

- Generally, **5, 6**

ACTS OF EMPLOYEES

- Deeming provision, **65(1)**
- Due diligence, **65(2)**
- Exculpation provision, **65(2)**
- Liability, **65(1)**

ADVERSE EFFECT DISCRIMINATION

- Application re, **15(8)**
- Differentiate adversely, **7(b)**

AGE

- Bona fide occupational requirement, **15(1)(a)**
- Differentiate adversely, **7(b)**
- Maximum age, **15(1)(b)**
- Proscribed discrimination, **3(1)**
- Refusal to employ/continue to employ, **7(a)**

AGE GUIDELINES

- Generally, **App. R**

APPLICATION OF ACT

- Crown bound, **66**
- Generally, **2**
- Limitation on, **62**
- Territories, in, **63**

BONA FIDE OCCUPATIONAL REQUIREMENT

- See EXCEPTIONS TO DISCRIMINATORY PRACTICES

CANADIAN FORCES

- Bona fide occupational requirement, **15(9)**
- Employed by Crown, a, **64**
- Universality of service principle, **15(9)**

CANADIAN HUMAN RIGHTS BENEFIT REGULATIONS

- Generally, **App. Q**

CANADIAN HUMAN RIGHTS COMMISSION

- Accessibility Unit, **32.1**
- Assignment of duties to other persons, **28(1)**
- By-law, 37, **App. N**
- Chief Commissioner, **26(2), 31**
- Confidentiality, **33(2)**
- Convention on the Rights of Persons with Disabilities, **28.1**
- Decisions, majority, **35**
- Disclosure of information, **33(2), 40.01**
- Divisions of, **36(1)**
- Establishment of, **26(1)**

**CANADIAN HUMAN RIGHTS
COMMISSION—Cont'd**

Guidelines re application of Act,
27(2) to 27(4)
Interdelegation of duties, **28(2)**
Meetings of, **34(3)**
Members
Accessibility Commissioner
absence or incapacity, **38.2**
disclosure of information to,
40.01
powers, duties and functions,
38.1
full-time and part-time, **26(2)**
powers, duties and functions of,
27(1)
re-appointment, **26(5)**
remuneration and expenses, **30**
superannuation, etc., **38**
tenure, **26(4)**
term of appointment, **26(3)**
Offices of, **34(1), 34(2)**
Presiding officer, designation of,
36(2)
Regulations
exercise of powers, re, **29**
Security requirements, compliance
with, **33(1)**
Staff, **32**

**CANADIAN HUMAN RIGHTS
COMMISSION, BY-LAW NO.
3**

Generally, **App. N**

**CANADIAN HUMAN RIGHTS
TRIBUNAL**

See **TRIBUNAL**

**CHARTER OF RIGHTS AND
FREEDOMS**

Generally, **2**

CHILD BIRTH

Proscribed discrimination, **3(2)**

CHILD CARE BENEFITS

Generally, **15(1)(f)**

**COMMERCIAL PREMISES,
DENIAL OF**

Generally, **5, 6**

COMPLAINTS

Discrimination/intimidation against
complainant, **59**

Employment Equity Act complaints
declining to deal with, **41(2)**
exception, **40(3.1)**

“designated groups”, defined,
40.1(1)

“employer”, defined, **40.1(1),
41(3)**

restrictions, **40.1(2)**

text of Act, **App. S**

Entitlement to file, **40(1)**

Investigation

See **INVESTIGATION OF
COMPLAINT**

Multiple complaints considered
together, **40(4)**

Notice re declining to deal with, **42**

Pay Equity Division, **36.1**

Refusal to consider, **40(5), 40(7)**

Requirement to deal with, **41(1)**

better dealt with under another
Act, **41(1)(b)**

grievance/review procedure
exhausted, **41(1)(a)**

lack of jurisdiction, **41(1)(c)**

trivial/vexatious/bad faith com-
plaint, **41(1)(d)**

untimely complaint, **41(1)(e)**

Status of individual re, **40(6)**

Victim consent requirement, **40(2)**

Withdrawal, **App. I**

COMPLAINTS INQUIRIES

See **TRIBUNAL**

CONCILIATOR

Appointment of, **47(1)**

Confidentiality requirements, **47(3)**

- CONCILIATOR—Cont'd**
 Eligibility to act as, **47(2)**
 Witness, as, **50(5)**
- CONFIDENTIALITY**
 Commission, requirements, **33(2)**
 Complaints inquiries, requirements, **52**
 Conciliator, requirements, **47(3)**
 Inquiry re Tribunal member, requirements, **48.3(7), 48.3(8)**
- CONTRACT/LICENCE/GRANT, CROWN**
 Regulations re, **23**
- CONVICTION FOR OFFENCE**
 Definitions, **25**
- CRIMINAL RECORD**
 Refusal to employ, **7(a)**
- CROWN BOUND**
 Generally, **66**
- CROWN EMPLOYEES**
 Canadian Forces members, **64**
 RCMP members, **64**
- DECISIONS/ORDERS OF TRIBUNAL**
 Cease and desist/redress/prevention order, **53(2)(a)**
 Compensation order
 expenses/additional costs incurred, **53(2)(d)**
 lost wages, **53(2)(c)**
 pain and suffering, **53(2)(e)**
 special compensation for egregious conduct, **53(3)**
 Disclosure of information, application re, **58**
 Dismissal of complaint, **53(1)**
 Enforcement of orders, **57**
 Interest award, **53(4)**
 Rights/opportunities/privileges denied, **53(2)(b)**
 Special compensation order, **53(3)**
- DECISIONS/ORDERS OF TRIBUNAL—Cont'd**
 Substantiation of complaint, **53(2)**
- DISABILITY**
 Defined, **25**
 Proscribed discrimination, **3(1)**
- DISABLED PERSONS**
 See also **ACCESSIBILITY**
 Accessibility standards, regulations re, **24**
 Accommodation plans re, Commission jurisdiction to advise, **17**
 Bona fide occupational requirement, **15(1)(a)**
 Convention on the Rights of Persons with Disabilities, **28.1**
 Differentiate adversely, **7(b)**
 Refusal to employ/continue to employ, **7(a)**
- DISCLOSURE OF INFORMATION**
 Generally, **33(2), 40.01, 58**
- DISCRIMINATION**
 See **PROSCRIBED DISCRIMINATION**
- DISCRIMINATION AGAINST COMPLAINANT**
 Generally, **59**
- DISCRIMINATORY NOTICE, PUBLICATION OF**
 Generally, **12**
- DISCRIMINATORY PRACTICES**
 See **EXCEPTIONS TO DISCRIMINATORY PRACTICES**
 Defined, **39**
 Denial of commercial premises/residential accommodation, **6**
 Denial of good/service/facility/accommodation, **5**
 Discriminatory notices, etc., publication of, **12**

DISCRIMINATORY PRACTICES

—Cont'd

Employee organizations, **9**
Employment, generally
See EMPLOYMENT
DISCRIMINATION
Employment applications/
advertisements, **8**
Employment policies/practices, **10**
Harassment, **14(1)**
Multiple allegations, **40(4.1) to**
40(4.2)
Orders re, **4**
Pay Equity Division, **36.1, 40(4.1)**
to 40(4.2)
Retaliation, **14.1**
Severed allegations, **40(4.2)**
Sexual harassment, **14(2)**
Wages
See EQUAL WAGES

EMPLOYEE ORGANIZATION

Defined, **25**
Discriminatory practices, **9**

EMPLOYEES

See ACTS OF EMPLOYEES;
EMPLOYMENT
DISCRIMINATION

**EMPLOYER/EMPLOYER
ORGANIZATION**

Defined, **25**
Prosecution of, **60(3)**

EMPLOYMENT

Defined, **25**
Harassment, **14(1)(c)**

**EMPLOYMENT APPLICATIONS/
ADVERTISEMENTS**

Generally, **8**

EMPLOYMENT

DISCRIMINATION

Differentiate adversely, **7(b)**
age, **7(b)**

EMPLOYMENT

DISCRIMINATION—Cont'd

Differentiate adversely, **7(b)**
—Cont'd
burden of proof, **7(b)**
disability, **7(b)**
family status, **7(b)**
gender expression, **7(b)**
gender identity, **7(b)**
genetic characteristics, **7(b)**
marital status, **7(b)**
national/ethnic origin, **7(b)**
pregnancy, **7(b)**
race, **7(b)**
religion, **7(b)**
sex, **7(b)**
sexual orientation, **7(b)**
Refusal to employ/continue to
employ, **7(a)**
age, **7(a)**
colour, **7(a)**
criminal record, **7(a)**
disability, **7(a)**
ethnic origin, **7(a)**
family status, **7(a)**
gender expression, **7(a)**
gender identity, **7(a)**
genetic characteristics, **7(a)**
marital status, **7(a)**
pregnancy, **7(a)**
race, **7(a)**
religion, **7(a)**
sex, **7(a)**
sexual orientation, **7(a)**

EMPLOYMENT EQUITY ACT

Generally, **App. S**
Guide to the Operations of the
Employment Equity Review
Tribunal, **App. T**

**EMPLOYMENT EQUITY ACT
COMPLAINT**

See COMPLAINTS

EMPLOYMENT POLICIES/PRACTICES
 Generally, **10**

EQUAL WAGES
 Gender difference, prohibition, **11(1)**
 Guidelines, **App. O**
 Pay Equity Act, **App. U**
 Pay Equity Commission jurisdiction, **40.2**
 non-application of ss. 7, 10 and 11, **40.2**
 Pay Equity Commissioner, **38.3 to 38.4**
 Pay Equity Division, **36.1**
 Pay Equity rules respecting, **App. V**
 Pay Equity Unit, **32.2**
 Prescribed reasonable factors, **11(4), 11(5)**
 Reduction of wages, **11(6)**
 Separate establishments, **11(3)**
 “Wages” defined, **11(7)**
 Work value assessment, **11(2)**

EQUAL WAGES GUIDELINES
 Generally, **App. O**

ETHNIC ORIGIN
 Differentiate adversely, **7(b)**
 Proscribed discrimination, **3(1)**
 Refusal to employ/continue to employ, **7(a)**

EXCEPTIONS TO DISCRIMINATORY PRACTICES
 Bona fide justification for denial/differentiation, **15(1)(g)**
 Bona fide occupational requirement, **15(1)(a)**
 accommodation to point of undue hardship, **15(2)**
 age, **15(1)(a)**
 Canadian Forces, universality of service principle, **15(9)**
 disability, **15(1)(a)**

EXCEPTIONS TO DISCRIMINATORY PRACTICES—Cont’d
 Bona fide occupational requirement, **15(1)(a)**—Cont’d
 marital status, **15(1)(a)**
 race, **15(1)(a)**
 religion, **15(1)(a)**
 sex, **15(1)(a)**
 undue hardship, regulations re, **15(3) to 15(7)**
 Direct/adverse effect discrimination, application re, **15(8)**
 Maximum age, **15(1)(b)**
 Pension funds/plans, **15(d.1), 15(1)(d)**
 Pregnancy/child care benefits, **15(1)(f)**
 Reasonable discrimination, **15(1)(e)**
 Undue hardship, **15(2) to 15(7)**

FAMILY STATUS
 Differentiate adversely, **7(b)**
 Proscribed discrimination, **3(1)**
 Refusal to employ/continue to employ, **7(a)**

GENDER EXPRESSION
 Differentiate adversely, **7(b)**
 Proscribed discrimination, **3(1)**
 Refusal to employ/continue to employ, **7(a)**

GENDER IDENTITY
 Differentiate adversely, **7(b)**
 Proscribed discrimination, **3(1)**
 Refusal to employ/continue to employ, **7(a)**

GENETIC CHARACTERISTICS
 Differentiate adversely, **7(b)**
 Proscribed discrimination, **3(1), 3(3)**
 Refusal to employ/continue to employ, **7(a)**

GOODS AND SERVICES, DENIAL OF

Generally, **5**

GUIDELINES

Age Guidelines, **App. R**
Equal Wages Guidelines, **App. O**
Virtual Proceedings, **App. K**

HARASSMENT

Generally, **14(1)**
Employment, **14(1)(c)**

**HUMAN RIGHTS TRIBUNAL
APPEAL REGULATIONS**

Generally, **App. P**

INQUIRIES

See **TRIBUNAL**

**INTIMIDATION OF
COMPLAINANT**

Generally, **59**

**INVESTIGATION OF
COMPLAINT**

Commencement of, **40(3)**
Entry, power of, **43(2.1)**
Force, use of, **43(2.3)**
Investigator, designation of, **43(1)**
Obstruction of, **43(3)**
Production of books, **43(2.4)**
Regulations re, **43(4)**
Report
See **REPORT OF INVESTIGATION**
Warrant, issuance of, **43(2.2)**

JURISDICTION

Lack of, **41(1)(c)**
Tribunal, of, **2, 50(2)**

MARITAL STATUS

Bona fide occupational requirement, **15(1)(a)**
Differentiate adversely, **7(b)**
Proscribed discrimination, **3(1)**
Refusal to employ/continue to employ, **7(a)**

MINISTER OF JUSTICE

Remedial/disciplinary measures, decision re, **48.3(1)**
Responsibility for Act, **61.1**

NATIONAL/ETHNIC ORIGIN

See also **ETHNIC ORIGIN**
Proscribed discrimination, **3(1)**

NATIONAL ORIGIN

Differentiate adversely, **7(b)**

NATIONAL SECURITY ISSUES

Commission disposition options, **45(2)**
Commission's action on receipt of Review Committee report, **46(2)**
National Security and Intelligence Review Agency Act, application of, **45(5)**
Notice requirements, **45(3)**
Review Agency defined, **45(1)**
investigation by, **45**
report to Commission, **46(1)**
statement to complainant by, **45(6)**
Stay of procedures, **App. H, 45(4)**

OFFENCES

Attorney General consent, **60(4)**
Conduct, **60(1)**
Limitation period, **60(5)**
Prosecution of employer/employer organization, **60(3)**
Punishment, **60(2)**

ORDERS

See **DECISIONS/ORDERS OF TRIBUNAL**

ORDERS RE DISCRIMINATORY PRACTICES

Generally, **4**

PENSION FUNDS/PLANS

Establishment of separate plans, **21**

- PENSION FUNDS/PLANS—Cont'd**
 Exceptions to discriminatory practices, **15(d.1), 15(1)(d)**
 Regulations re, **22**
- PREGNANCY**
 Differentiate adversely, **7(b)**
 Exceptions to discriminatory practices, **15(1)(f)**
 Proscribed discrimination, **3(2)**
 Refusal to employ/continue to employ, **7(a)**
- PROSCRIBED DISCRIMINATION**
 Age, **3(1)**
 Disability, **3(1)**
 Family status, **3(1)**
 Gender expression, **3(1)**
 Gender identity, **3(1)**
 Genetic characteristics, **3(1), 3(3)**
 Marital status, **3(1)**
 Multiple grounds of discrimination, **3.1**
 National/ethnic origin, **3(1)**
 Pregnancy/child birth, **3(2)**
 Prohibited grounds, **3(1)**
 Race, **3(1)**
 Sex, **3**
 Sexual orientation, **3(1)**
- PUBLICATION OF DISCRIMINATORY NOTICES**
 Generally, **12**
- PUNISHMENT FOR OFFENCE**
 Generally, **60(2) to 60(3)**
- PURPOSE OF ACT**
 Generally, **2**
- RACE**
 Bona fide occupational requirement, **15(1)(a)**
 Differentiate adversely, **7(b)**
 Proscribed discrimination, **3(1)**
 Refusal to employ/continue to employ, **7(a)**
- REASONABLE DISCRIMINATION**
 Generally, **15(1)(e)**
- RELIGION**
 Differentiate adversely, **7(b)**
- REPORT OF INVESTIGATION**
 Action on receipt of, **44(2), 44(3)**
 Notifications re, **44(4)**
 Submission to Commission, **44(1)**
- REPORTS**
 Annual report of Commission, **61(1)**
 Annual report of Tribunal, **61(3)**
 Special reports, **61(2)**
 Transmission of reports, **61(4)**
- RESIDENTIAL ACCOMMODATION**
 Generally, **6**
- RETALIATION**
 Generally, **14.1**
- REVIEW COMMITTEE**
 See NATIONAL SECURITY ISSUES
- ROYAL CANADIAN MOUNTED POLICE**
 Employed by Crown, as, **64**
- RULES OF PROCEDURE (PROCEEDINGS ON OR AFTER JULY 11, 2021)**
 Generally, **App. A**
- RULES OF PROCEDURE (PROCEEDINGS PRIOR TO JULY 11, 2021)**
 Generally, **App. B**
- SETTLEMENT**
 Certification by Commission, **48(2)**
 Enforcement of, **48(3)**
 Referral to Commission, **48(1)**

SEX

- Bona fide occupational requirement, **15(1)(a)**
- Differentiate adversely, **7(b)**
- Proscribed discrimination, **3**
- Refusal to employ/continue to employ, **7(a)**

SEXUAL HARASSMENT

- Generally, **14(2)**

SEXUAL ORIENTATION

- Differentiate adversely, **7(b)**
- Proscribed discrimination, **3(1)**
- Refusal to employ/continue to employ, **7(a)**

SHORT TITLE

- Generally, **1**

SPECIAL PROGRAMS

- Adoption of, **16(1)**
- Commission jurisdiction to advise disabled persons, accommodation plans re, **17**
- generally, **16(2)**
- opportunity to make representations, **19(1)**
- rescinding approval of plan, **18**
- restrictions on deeming plan inappropriate, **19(2)**

TRIBUNAL

- Access to tribunal official records, **App. E**
- Complaints inquiries
 - chair of panel, **49(3)**
 - chairperson, institution by, **49(2)**
 - conciliators as witnesses, **50(5)**
 - conduct of, **50(1)**
 - confidentiality requirements, **52**
 - copy of rules to parties, **49(4)**
 - decision/orders
 - See DECISIONS/ORDERS OF TRIBUNAL
 - delay, **50(2)**
 - evidence, **50(4)**

TRIBUNAL—Cont'd

- Complaints inquiries—Cont'd
 - jurisdictional matters, **50(2)**
 - member, qualification of, **49(5)**
 - non-suit motions, **50(2)**
 - powers of inquiry
 - additional powers, **50(3)**
 - generally, **50**
 - public nature of, **52(1)**
 - questions of fact/law, power to determine, **50(2)**
 - request for inquiry, **49(1)**
 - subsequently raised question, **49(6)**
 - witnesses, **50**
- Defined, **25**
- Duty of commission, **51**
- Establishment of, **48.1(1)**
- Forms
 - Mediation-Adjudication, **App. L**
- Guide to Understanding the Canadian Human Rights Tribunal (on or after July 11, 2021), **App. C**
- Guide to Understanding the Canadian Human Rights Tribunal (prior to July 11, 2021), **App. D**
- Head office, **48.7**
- Inquiry re member
 - confidentiality, **48.3(7), 48.3(8)**
 - evidentiary rules, **48.3(9)**
 - inquirer, appointment of, **48.3(3)**
 - intervenor, **48.3(10)**
 - member's right to be heard, **48.3(11)**
 - powers of inquirer, **48.3(4)**
 - public nature of, **48.3(6)**
 - recommendations, **48.3(13)**
 - report, **48.3(12), 48.3(14)**
 - staff, **48.3(5)**
- Mediation, **App. M**
- Mediation-Adjudication, **App. L**

TRIBUNAL—Cont'd

Members

chairperson and vice-chairperson,
functions of, **48.4(2) to 48.4(4)**

constitution of, **48.1(1)**

discipline

See remedial/disciplinary
measures

expiration of appointment, acting
after, **48.2(2)**

full-time and part-time appoint-
tees, **48.4(1)**

inquiry re

See inquiry re member

legal qualifications of, **48.1(3)**

qualifications of, **48.1(2)**

reappointment of, **48.2(3)**

regional representation, **48.1(4)**

remuneration and expenses, **48.6**

residence of full-time members,
48.5

temporary (incapacity), **48.1(5)**

temporary (workload), **48.1(6)**

terms of office, **48.2(1)**

Pay equity, rules regarding, **App. V**

Proceedings, conduct of, **48.9(1)**

Remedial/disciplinary measures

inquiry, establishment of

See inquiry re member

measures available, **48.3(2)**

request for Minister's decision,
48.3(1)

Rules of procedure (Proceedings On
or After July 11, 2021), **App. A**

addition of parties and interested
persons, **App. A, Rule 27 to 29**

book of authorities, **Rule 42**

case management conference,
Rule 30 to 31

TRIBUNAL—Cont'd

Rules of procedure (Proceedings On
or After July 11, 2021), **App.**

A—Cont'd

consequences of non-compliance,
Rule 9 to 10

decision, time limits for, **Rule 43
to 45**

definitions, **Rule 1**

general, **Rule 3 to 8**

hearing and evidence, **Rule 32 to 41**

interest on orders to pay
compensation, **Rule 46**

motions and adjournments, **App.
H, Rule 26**

non-application, **Rule 2**

request to institute inquiry, **Rule
17**

service and filing, **Rule 11 to 16**

statements of particulars, **Rule 18
to 25**

tribunal's official record, **Rule 47**

Rules of procedure (Proceedings
Prior to July 11, 2021), **App.
D, 48.9(2) to 48.9(4)**

addition of parties and interested
persons, **App. A, 48.9(2)(b)**

discovery proceedings, **48.9(2)(e)**

evidence, introduction of,

48.9(2)(g)

production and service of docu-
ments, **48.9(2)(d)**

summoning witnesses, **App. G,
48.9(2)(c)**

Virtual proceedings, guidelines for,
App. K

Witness fees, **50(6)**

UNDUE HARDSHIP

Generally, **15(2) to 15(7)**

WAGES

See EQUAL WAGES