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LAW OF HUMAN RIGHTS IN CANADA Russel W. Zinn Release No. 1, March 2026

With in-depth analysis, expert commentary and decisions from all jurisdictions in Canada, The Law of Human Rights in Canada: Practice and Procedure provides thorough coverage of human rights law and procedure in every Canadian jurisdiction. This resource provides a review of the legislation and its application for all provinces and territories as well as the federal jurisdiction, policy statements from selected jurisdictions, and policies and guidelines on various Human Rights Commissions. It also offers detailed direction on initiating, defending against and preventing human rights complaints. Coverage includes prohibited grounds of discrimination, the defences available to a complaint of discrimination, the remedies available to a complainant and the complaint procedure, including appeals and judicial review.

What's New in this Update:

This release includes updates to Appendix IF (Issues in Focus). The following memos have been updated:

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Highlights

§ IF:1—Does a Grievance Arbitrator Have the Power to Enforce the Substantive Rights and Obligations of Human Rights and Other Employment-Related Statutes? —Emily Caputo, Canada; British Columbia; Alberta; Saskatchewan; Manitoba; Ontario; Quebec; New Brunswick; Newfoundland and Labrador; Nova Scotia; Prince Edward Island; Updated May 1, 2025.

§ IF:6—When Will a Human Rights Claim Be Dismissed Due to the Matter Being Dealt with in Another Proceeding?—Jessica Hogeveen; Alberta; British Columbia; Federal; Manitoba; Newfoundland and Labrador; Ontario; Saskatchewan; Updated: May 1, 2025.

§ IF:15—What Are the General Human Rights Principles Pertaining to Discrimination in Employment on the Basis of Marital Status, As Outlined in Recent Human Rights Tribunal Jurisprudence?—Michelle Johnston; Alberta; British Columbia; Federal; Manitoba; New Brunswick; Newfoundland and Labrador; Nova Scotia; Ontario; Prince Edward Island; Quebec; Saskatchewan; Updated May 1, 2025.

§ IF:18—What Damages Are Available to an Employee Who Becomes Ill or Disabled After Termination But During the Notice Period?—Will an Employer Be Liable for Both Lost Disability Benefits and Pay in Lieu of Notice If an Employee is Found to Be Wrongfully Dismissed? Jessica Hogeveen; British Columbia; Federal; Ontario; Updated May 1, 2025.

§ IF:22—How Are Arbitrators Dealing with Chemical Dependency As a Defense to Theft or Other Misconduct?—Dale A. Rosenberg; Alberta; British Columbia; Federal; Ontario; Updated May 1, 2025.

§ IF:23—How Much Employee Medical Information May an Employer Properly Request Where the Employee is Seeking Accommodation or Permission for a Leave of Absence?—Dale A. Rosenberg, B.A. (Hons), J.D., British Columbia/Federal/Ontario, Updated March 1, 2025.