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EMPLOYMENT LAW MANUAL The Honourable Mr. Justice John R. Sproat Release No. 3, May 2026
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In addition to an extensive treatment of wrongful dismissal law in Canada, the *Employment Law Manual: Wrongful Dismissal, Human Rights and Employment Standards* features an examination of discriminatory practices under the *Ontario Human Rights Code* and offences under the *Employment Standards Act, 2000*. A section offering practical advice on hiring and firing is supplemented by a collection of helpful precedents, featuring forms of employment contracts, warning letters, termination letters, and more.

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What's New in this Update

This release updates permissioned materials in Chapter 34 (Human Rights Tribunal of Ontario), Appendix RA (Related Articles) and the legislation in Appendix A1 (*Employment Standards Act*, 2000), Appendix A4 (Regulation 285/01), Appendix A6 (Regulation 288/01), and Appendix B (Human Rights Code).

Highlights

● **HUMAN RIGHTS TRIBUNAL OF ONTARIO**—The following permissioned materials were added or updated as part of this release:

- Human Rights Tribunal of Ontario Rules of Procedure
- Form 1: Application under Section 34(1) of the *Human Rights Code*
- Form 1G: Application on Behalf of Another person(s) under Section 34(5) of the *Human Rights Code*
- Form 2: Response to Application under Section 34 of the *Human Rights Code*
- Form 3: Applicant's Reply to a Response
- Form 4: Litigation Guardian on Behalf of a Minor
- Form 5: Request to Intervene — Rule 11
- Form 6: Notice of Commission Intervention under Section 37(2) of the Code (with Consent of Applicant)
- Form 7: Application under Section 35 of the Human Rights Code by the Ontario Human Rights Commission
- Form 8: Response to an Application by the Ontario Human Rights Commission
- Form 9: Request to Withdraw an Application – Rule 10
- Form 10: Request for an Order During Proceedings – Rule 15, 19
- Form 11: Response to a Request for an Order – Rule 10, 11, 15, 19, 19A
- Form 12: Request for a Tribunal Ordered Inquiry – Rule 20
- Form 13: Response to a Request for a Tribunal Ordered Inquiry – Rule 20
- Form 14: Request to Expedite Proceedings – Rule 21
- Form 15: Response to a Request to Expedite Proceedings – Rule 21
- Form 16: Request for Interim Remedy – Rule 23
- Form 17: Response to a Request for Interim Remedy – Rule 23
- Form 18: Application for Contravention of Settlement – Rule 24
- Form 19: Response to an Application for Contravention of Settlement – Rule 24
- Form 21: Response to a Request for Reconsideration – Rule 26
- Form 22: Application for Stated Case – Rule 27
- Form 23: Statement of Delivery
- Summons to Witness – Rule 3.1 (Form 24)
- Form 25: Confirmation of Settlement
- Form 26: Request for Summary Hearing – Rule 19A
- Form 27: Application under Section 34(5) of the Human Rights Code – Application on Behalf of Another Person
- Form 28: Notice of Intervention by Bargaining Agent – Rule 11.14
- Form 29: Request to Reassign a Member or Panel under s. 4.4 of

the SPPA

- Form 30: Response to a Request to Reassign a Member or Panel under s. 4.4 of the SPPA
- Form 31: Confidentiality Agreement
- Form 32: Mediation/Adjudication Agreement
- Accommodation Request
- Request for French Language Services

● **RELATED ARTICLES**—The following articles were added as part of this release:

- Artificial Intelligence in the Workplace
- Time Theft in the Workplace
- Employment Law Challenges During Times of Economic Uncertainty Due to U.S. Tariffs (Part 1)

● **LEGISLATION**—The following statutes and regulations were updated as part of this release:

- Ontario *Employment Standards Act*, 2000
- Ontario Regulation 285/01
- Ontario Regulation 288/01
- Ontario *Human Rights Code*