

# ANNUAL REPORT 2017-2018



NEW BRUNSWICK  
**HUMAN RIGHTS**  
COMMISSION

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New Brunswick Human Rights Commission  
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Published in February 2019



# TRANSMITTAL LETTERS

## From the Minister to the Lieutenant-Governor

The Honourable Jocelyne Roy Vienneau  
Lieutenant-Governor of New Brunswick

May it please your Honour:

It is my privilege to submit the Annual Report of the  
New Brunswick Human Rights Commission for the  
fiscal year April 1, 2017, to March 31, 2018.



Respectfully submitted,  
Trevor A. Holder  
Minister Responsible for the Human Rights  
Commission


## From the Chairperson to the Minister Responsible

Trevor A. Holder  
Minister Responsible for the New Brunswick Human  
Rights Commission

Sir:

I am pleased to be able to present the Annual Report  
describing the operations of the New Brunswick  
Human Rights Commission for the fiscal year April 1,  
2017, to March 31, 2018.

Respectfully submitted,



Nathalie Chiasson  
Chairperson  
New Brunswick Human Rights Commission



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# MESSAGE FROM THE CHAIRPERSON

The past year was one of celebration at the Human Rights Commission, both to mark its 50<sup>th</sup> anniversary and to welcome the long-awaited amendments to the New Brunswick *Human Rights Act*, which modernized it and added new prohibited grounds of discrimination based on gender identity or expression and family status.

However, last year was not just one of celebration. It also saw an increase in the actions of extreme right-wing groups, too often motivated by fear. Unfortunately, an upsurge in hate speech, anti-culturalism, and anti-pluralism, sometimes accompanied by acts of violence, too often follows this trend. In the face of these growing challenges, the Commission will step up its efforts to encourage people to speak out against racist and discriminatory acts.

Given these societal changes, the Commission's role as an educator becomes even more important. The Commission realizes that much more education and engagement work needs to be done to eliminate discrimination and protect the right to dignity and equal treatment of all citizens in the province, whether newcomers or long-time residents. It would be desirable for the Commission to develop some online education programs to connect with a greater number of people and fulfil its education mandate more effectively.


This year, on September 15, 2017, the Commission was proud to present the Human Rights Award to the New Brunswick Multicultural Council for its efforts spanning several decades aimed at promoting diversity and inclusion in New Brunswick communities and for its leading role in the welcoming and settlement of Syrian refugees in the province.

The "MeToo" movement, which emerged during the year, illustrated the alarming prevalence of sexual harassment in the workplace, of which women are the main victims. The Commission offered many education sessions to employers to help them understand their legal obligation to develop a clear policy against sexual harassment in the workplace in order to address this problem.

Again this year, complaints of discrimination came mainly from the employment sector, a sign that we must continue our efforts to make employers aware of their legal obligation to accommodate employees with physical or psychological challenges. The legalization of cannabis will be a new element that employers will have to consider when it comes to their duty to accommodate their employees.

Pay equity in the public and private sectors is still a significant human rights issue affecting the economic power of women in the province.

The Commission must continue to develop tools to increase efficiencies in handling complaints and thus decrease processing time and adopt better indicators to measure these efficiencies. The Commission must remain vigilant in its efforts to serve the Anglophone and Francophone communities with the same efficiency and within the same time frame.



Nathalie Chiasson  
Chairperson  
New Brunswick Human Rights Commission

# MESSAGE FROM THE DIRECTOR

The annual report is a consequential document for any organization. It gives the leadership the opportunity to highlight the meaningful work of staff, raise concerns about what hinders our services, and provide an outlook on the strategic direction.

On May 5<sup>th</sup>, 2017, Bill-51 that would introduce several significant amendments to the *Human Rights Act* received Royal Assent. In the subsequent months, Commission staff did an outstanding job in developing and coordinating all aspects of the comprehensive plan to implement the new legislation.

In addition to this important milestone to celebrate the *Human Rights Act's* 50<sup>th</sup> anniversary, the Commission was particularly proud of its Legacy project; an initiative to protect the Commission's historical timeline through video recordings of all past and current chairpersons sharing insights about the evolution of human rights in this province.

Later in the fall, the Commission organized and hosted in Fredericton the annual Mid-Year Meeting of the Canadian Association of Statutory Human Rights Agencies; an organization composed of the human rights commissions from across the country.

The retention of experienced employees remains a key challenge, especially in the areas of investigation and mediation. There is a small talent pool with relevant expertise in the province and the work of human rights professionals is demanding and complex.

Going forward, we will continue to balance making the compliance process more accessible to citizens with maintaining an adequate standard of review process. We will ensure Commission members are well supported in their role through efficient onboarding, ongoing training and timely information sharing.

Education being a key pillar of the Commission's mandate, we need to adopt better ways to connect and communicate with citizens. While the Commission already conducts over a hundred presentations each year through its educational and outreach activities, the number of requests far exceed our ability to keep pace. Therefore, the Commission is committed to better leverage technology, especially in eLearning; continue forging strategic collaborations with other organizations; and take a more vocal role to inform New Brunswickers about human rights.



Marc-Alain Mallet  
Director and Secretary to the Commission

# MEMBERS OF THE COMMISSION

During this fiscal year, there have been changes in the membership of the Commission, two members left the Commission and two new members have been appointed by the Lieutenant-Governor in Council.

**At March 31, 2018, the Commission was composed of:**

- Nathalie Chiasson (Chairperson)
- Pierrette Bouchard
- Byron Bushey
- Kimberley Douglass
- Murray Driscoll
- Audrey Lampert
- Jean-Claude Pelletier
- George Richmond
- Dorothy Thériault

The Commission thanks Emil Olsen and Fernand de Varennes for their term as members.

Additional information on our commission members is available on the Commission's website:

**[www.gnb.ca/hrc-cdp](http://www.gnb.ca/hrc-cdp)**

The Commission members met the lieutenant-governor and her husband during the Human Right award ceremony held at Government House in Fredericton in September 2017.

*Seated, from left: George Richmond, Lt.-Gov. Jocelyne Roy Vienneau and Ronald Vienneau, husband of the lieutenant-governor. Standing, from left: Nathalie Chiasson (Chairperson), Pierrette Bouchard, Audrey Lampert, Byron Bushey, Kimberley Douglass, Dorothy Thériault and Murray Driscoll. Absent from picture: Fernand de Varennes*





# LEGISLATIVE AMENDMENT TO THE HUMAN RIGHTS ACT

In 2017, the Commission presented amendments to the Human Rights Act to the Department of Post-Secondary Education, Training and Labour in order to update the Act and bring it in line with legislation in other provinces and with the *Canadian Human Rights Act*

Human rights is a fast-evolving area of law and New Brunswick's *Human Rights Act* had fallen out-of-date. The last time it was extensively amended was in 1992. Best practices for human rights commissions have evolved considerably since that time, as have the demographics and needs of New Brunswickers.

Contributing positively to the 50<sup>th</sup> anniversary of New Brunswick's *Human Rights Act* and Human Rights Commission, the *Human Rights Act* was amended in 2017 adding two new prohibited grounds of discrimination: "family status" and "gender identity or expression." These changes are the result of Bill 51, *An Act to Amend the Human Rights Act*, which received royal assent on May 7, 2017.

The concepts of family and gender identity or expression have changed greatly over the years and are constantly evolving. It was therefore imperative that the New Brunswick *Human Rights Act* be a reflection of this changing reality in order to be a more effective tool to support the concept of respect for each person in their diversity and inclusion.

The amendments are also improving the commission's ability to investigate and resolve complaints and allow it to better respond to people's concerns.

## Family status

Family status includes: having (or not having) children or a family; being related to (or in a familial relationship with) a particular person or family (for example, a family member has a criminal conviction); and being a caregiver to a child, and elderly parent or other family member.

## Gender identity or expression

Gender identity or expression has two components:

Gender identity is each person's internal and individual experience of gender. It is a person's sense of being a woman, a man, both, neither, or anywhere along the gender spectrum. A person's gender identity may be the same as or different from their birth-assigned sex.

Gender expression is how a person publicly expresses or presents their gender. This can include behaviour and outward appearance such as dress, hair, make-up, body language and voice. A person's chosen name and pronoun are also common ways of expressing gender.



# COMPLIANCE

## Complaint process

Individuals who believe they have been discriminated against on the basis of race, colour, creed or religion, national origin, ancestry, place of origin, age, physical disability, mental disability, marital status, sexual orientation, sex, social condition, political belief or activity, gender identity or expression and family status have the right to file a complaint of discrimination under section 17 of the *New Brunswick Human Rights Act*. The Act also prohibits sexual harassment and reprisal for making or being involved with a complaint. All complaints filed with the Commission are confidential and are discussed only with the parties involved.

If someone thinks they have been discriminated against or harassed based on these grounds, they can contact the Human Rights Commission for more information. If the complaint seems to fit within the definition of discrimination as defined in the *Human Rights Act*, a person can file a complaint.

Staff at the Commission may suggest early intervention in an attempt to reach a resolution. If that is not possible, the staff will send a complaint kit to the person asking them to describe the alleged discrimination. This complaint kit will contain a blank complaint form that must be completed by the complainant, the person who is alleging that discrimination has occurred.

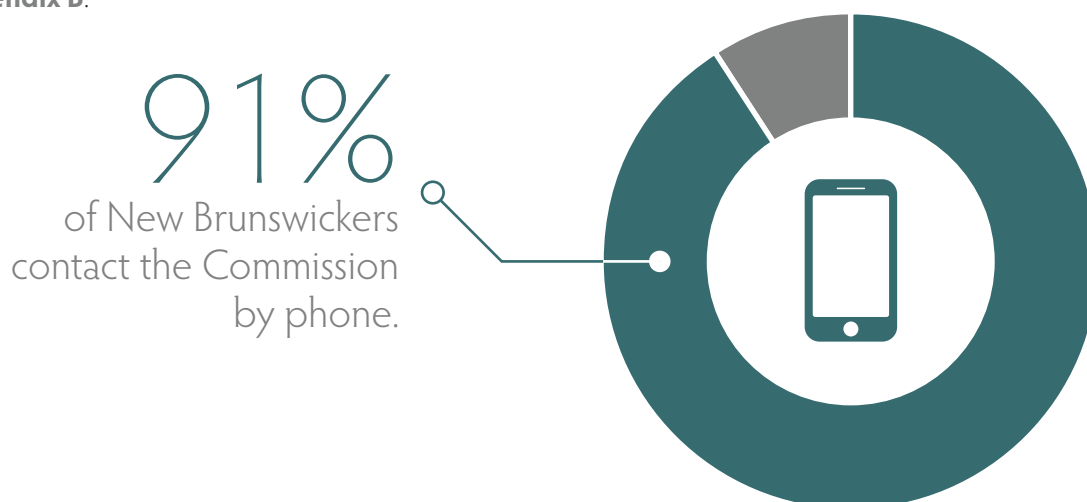
A flow chart of the complaint process is found in **Appendix B**.

## Operation

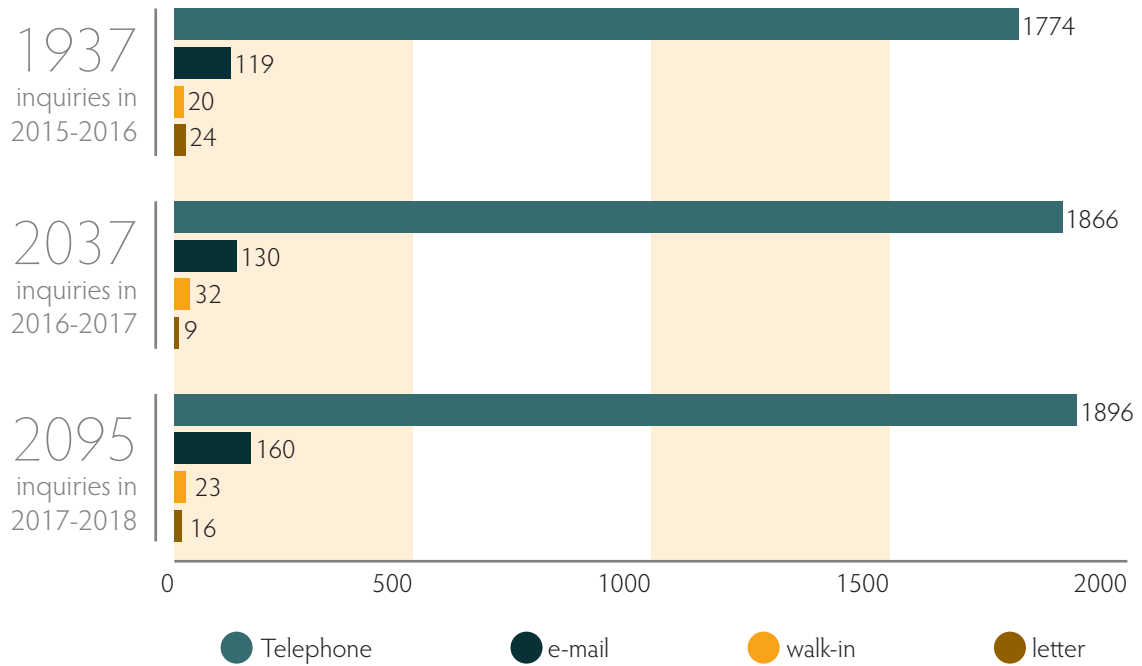
The Commission revised and implemented several tools to help New Brunswickers access its complaint process. A new Complaint Kit (including a new Complaint Form, and agreement to participate in mediation/conciliation Form), Time Limit Extension Request Form, and Response to the Time Limit Extension Form were rolled out in September. The Commission also worked on updating the Amended Complaint Form and the Discrimination for complaint Form (Reprisal).

Several Standard Operating Procedures were also developed as a follow-up and to improve uniformity of work practices: Jurisdiction, Intakes, Complaint Kits, Closing Complaints, Adding or Removing a Respondent; more are being developed.

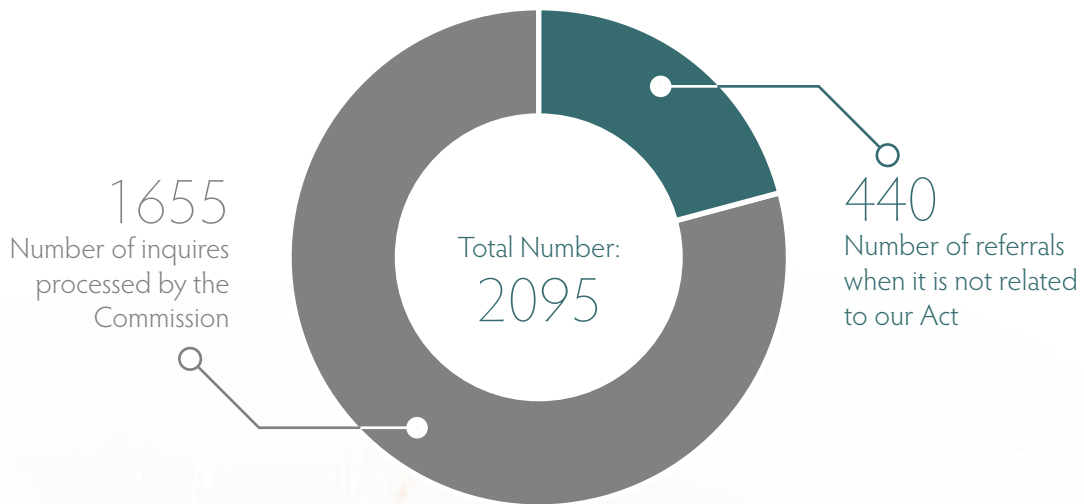
Changes were also made to the Commission's case management system (HRCTS) to enhance tracking and reporting. Other changes were necessary to operationalize recent legislative amendments such as the added grounds: gender identity or expression and family status.



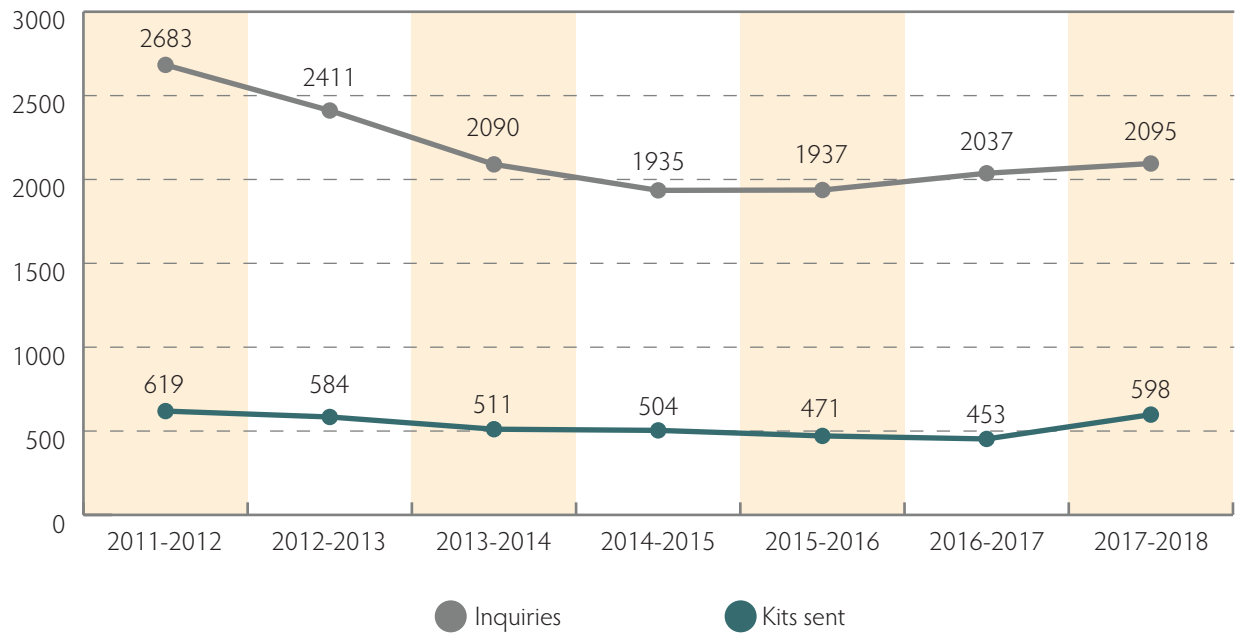
## Proportion of inquires by channel per year



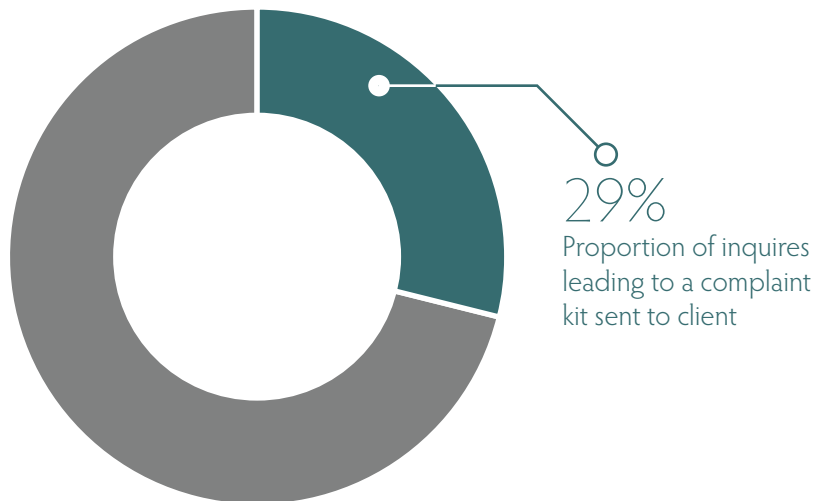
When a call does not involve discrimination contrary to the *Human Rights Act*, the person is referred to the appropriate agency.



## Number of Complaint kits sent by year



## Proportion of inquiries leading to a complaint kit sent to client



## Complaint Statistics

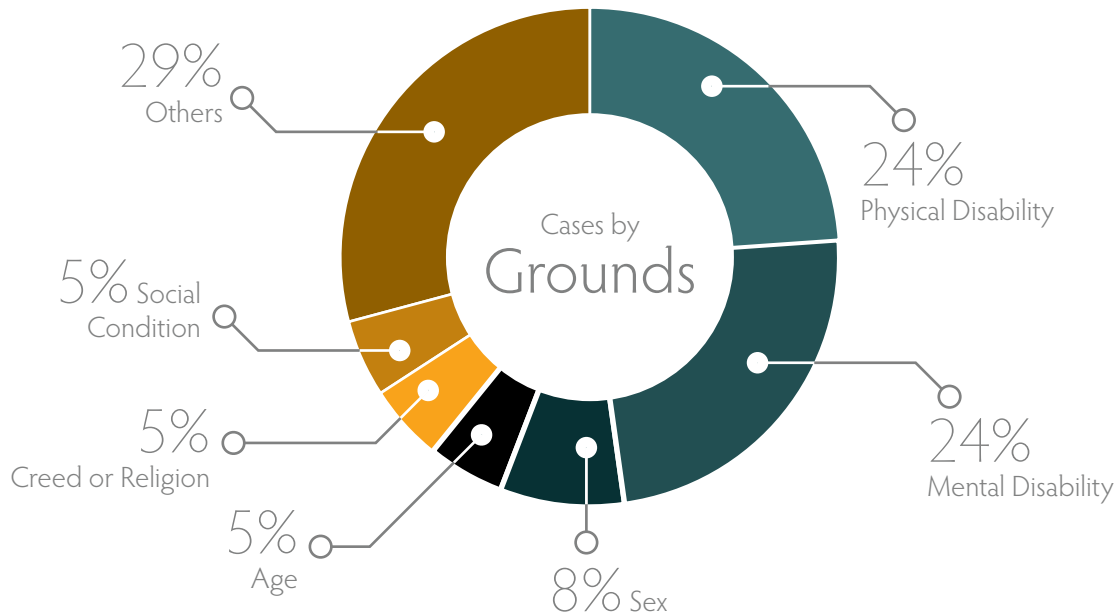
171  
new complaints

212  
active complaints

305  
allegations of discrimination

## Grounds of discrimination

The 171 distinct complaints filed included 305 allegations of discrimination since some complaints alleged discrimination in more than one activity (e.g., both services and housing) or ground (e.g., both race and colour). The most common grounds in 2017-18 were physical disability (74) and mental disability (73), sex (25), age (16) and social condition (16), creed or religion and sexual harassment (all 14).



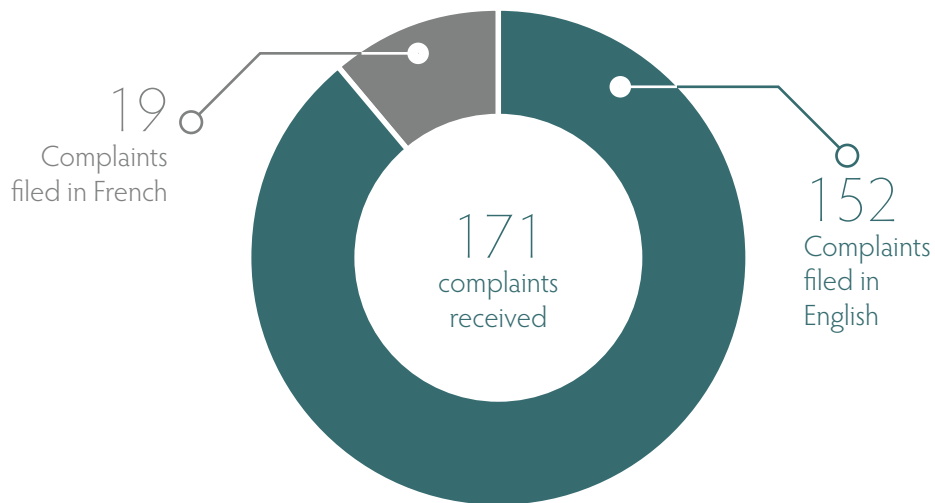
As in previous years, most allegations (202) were employment related. Of the employment complaints, 107 dealt with discrimination based on physical and/or mental disability. Twenty-two of the sex discrimination complaints were employment related, while one was service related; and two, associations. Twelve of the 14 sexual harassment complaints were employment related. Of the services complaints, 28 were related to physical and/or mental disability and seven to creed or religion.



More details on ground and activities can be found in **Appendix C**.



## Language of Complaint File



## Closed complaints

In total, 114 formal complaints were closed in 2017-2018 compared to 160 in 2016-2017. The cases were closed for various reasons: after mediation, dismissed (mainly due to lack of evidence or being filed out of time), withdrawn, abandoned, found to be outside the Commission's jurisdiction or closed for other reasons, or closed at board of inquiry or court levels.

More formal complaints were opened (171) during the year than were closed (114).

171  
opened complaints during the year

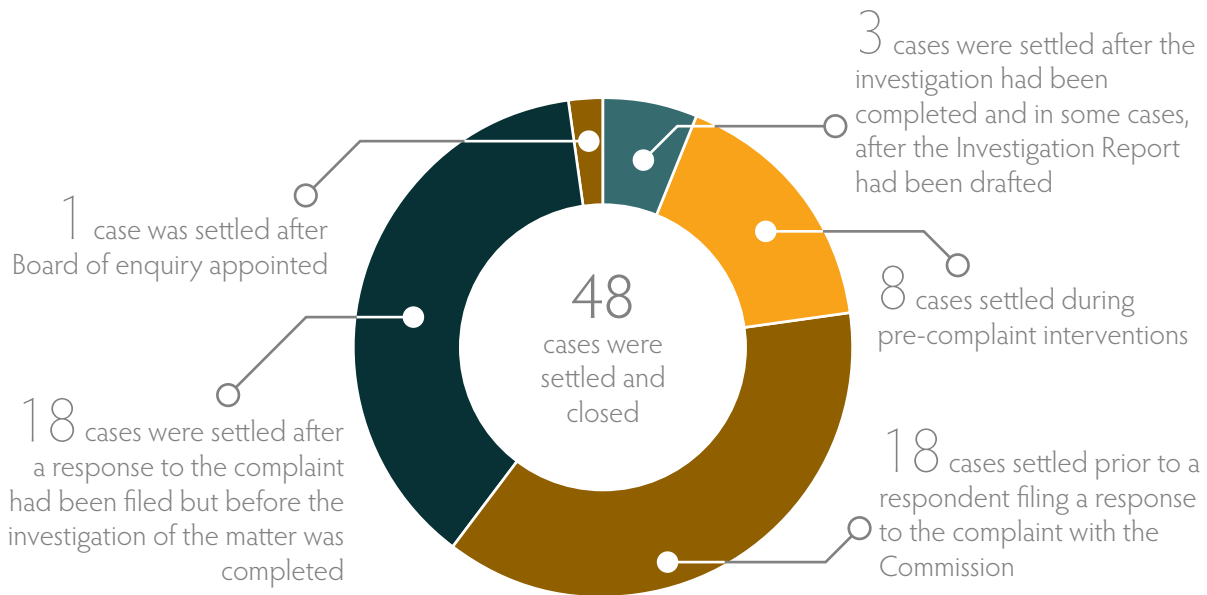
114  
closed complaints during the year



## Settlements for 2017-2018

A total of 48 cases were settled and closed, compared to 74 in 2016-2017.

The 48 cases involved 40 formal complaints and 8 pre-complaint interventions. Pre-complaint interventions are attempts by the Commission to mediate a dispute before a formal complaint is filed; such interventions are used in especially urgent situations or situations when there is an opportunity for a limited time to quickly resolve a dispute or to prevent a potentially discriminatory action from occurring. These 48 cases were settled at different stages.



### Terms of settlement

When a case is settled, the mediation process can lead to many different desired outcomes, including the following:

- Over \$175, 000 in total cumulative monetary settlements including over \$ 150, 000 in general damages;
- policy changes within GNB;
- accommodation through modification of work environment and creation of a welcoming workplace;
- employees reinstated;

# JUDICIAL REVIEW

During the 2017-2018 fiscal year, applications for judicial review were filed with the Court of Queen's Bench in three cases.

## **Noel Ayangma v. Université de Moncton, Moncton Campus**

The complainant filed a complaint with the Commission against Université de Moncton, Moncton Campus (the respondent) alleging that the respondent discriminated against him on the basis of his race, colour, national origin and age when he was not given a one-year contract to fill a vacancy in the spring of 2013, and when he was denied the same teaching position in the spring of 2014. The respondent denied the allegations of discrimination.

The complaint was filed on July 6, 2015, and was dismissed by the Commission members on May 2, 2017, on the basis that the complaint was filed outside of the Commission's one-year time limit pursuant to subsection 18(1) of the *Act*, and the circumstances did not warrant the granting of an extension to the time limit pursuant to subsection 18(2) of the *Act*, as the complaint did not show a strong arguable case.

The complainant filed an application for judicial review of the Commission's decision to dismiss the complaint, disputing the reasons for dismissal as well as disputing the determination that the complaint was filed outside of the one-year time limit.

Justice Zoël Dionne (Justice Dionne) dismissed the application for judicial review. In his decision, Justice Dionne found that the impugned determinations, decisions and conclusions made by the Commission met the administrative law test for reasonableness. Justice Dionne concluded "There is consequently at bar, no one single conclusion, determination and decision, of the Human Rights Commission, that this court finds it should invalidate, whether it be on the standard of reasonableness or on the standard of correctness." Given the extent of the submissions made by the complainant, to which the respondent had to respond, costs in the amount of \$10,000 were awarded to the respondent.


The complainant has filed an application to appeal this decision to the New Brunswick Court of Appeal, however no decision has yet been rendered.

## **The Province of New Brunswick as represented by the Department of Tourism, Heritage and Culture v. Stephen Smith**

The complainant filed a complaint against the Government of New Brunswick as represented by the Department of Tourism, Heritage and Culture (the Department) and two named individuals, collectively referred to as the respondents, on the basis of political belief or activity. The complainant alleged he was discriminated against when his employment was terminated. The respondents denied discriminating against the complainant and made a written request to the Commission to dismiss the complaint, alleging abuse of process on the basis that the complainant had previously grieved the matter under the *Public Service Labour Relations Act (PSLRA)*.

The Commission declined to dismiss the complaint as the arbitrator under the *PSLRA* did not make a decision regarding whether or not the complainant's rights under the *New Brunswick Human Rights Act (Act)* had been violated. The Commission made a written decision advising the respondents that it would be proceeding with investigation of the complaint. The Department sought judicial review of this decision.

In a decision dated June 7, 2017, Justice Paulette C. Garnett (Justice Garnett) denied the application for judicial review. Justice Garnett found that the application for judicial review was premature as the administrative law process had not yet run its course, and the Department had not raised any matters that could be described as exceptional circumstances. For that reason there was no requirement to examine the Commission's decision. Justice Garnett made it clear



that she was not deciding any of the issues raised by the Department and they would be free to make these arguments again to the Commission if the matter proceeds. Costs of \$1,000 were awarded to the complainant.

The Department filed an application to appeal to the Court of Appeal. However, in a decision dated July 18, 2017, the motion for leave to appeal was dismissed.

### **Gilles Laliberté v. Communauté Rurale de Kedgwick**

The complainant filed a complaint against the Communauté Rurale de Kedgwick (the respondent) alleging he had been discriminated against on the basis of his physical disability in his employment when he was demoted while on sick leave, he received a lower salary than another employee, and his employment was terminated.

Some, but not all of the complainant's allegations were filed outside of the statutory one-year time limit. At the meeting of the Commission members on December 2, 2016, the complainant's request to have the time limit extended was denied and the aspects of the complaint that were filed out of time were closed. Further, the Commission dismissed the aspects of the complaint that were filed in time as being without merit as the information provided did not support an arguable case of discrimination.

The letter notifying the complainant of the Commission's December 2, 2016, decision was dated December 9, 2016, and was sent on December 12,

2016. The complainant filed his application for judicial review on March 10, 2017. Pursuant to rule 69 of the New Brunswick *Rules of Court*, an application for judicial review "shall be commenced within 3 months from the date of the order, conviction, commitment, warrant, decision, award or refusal to that which is complained of..." but the court has discretion to extend that time in certain circumstances.

At the hearing, a preliminary issue was raised by the respondent, specifically that the complainant had filed his application for judicial review more than 3 months after the Commission's decision was made, and that the circumstances did not warrant an extension.

Justice Tracey K. DeWare (Justice DeWare) found that the 3 month period in which a judicial review can be filed began when the decision was made, not when the decision was communicated. As such, the complainant's application for judicial review was filed outside of the 3 months period. Further, Justice DeWare found that the arguments presented by the complainant did not amount to exceptional circumstances that would allow for the time limit to be extended.

As the application was dismissed on the basis on the preliminary issue, no further analysis was warranted.

Costs of \$750 were awarded to the respondent.

The complainant has filed an application to appeal to the New Brunswick Court of Appeal, however no decision has been rendered at this time.



# EDUCATION AND ENGAGEMENT

## Awareness

To reflect the modernization of the Human Rights Act and as part of its mandate to develop and conduct educational programs designed to eliminate discriminatory practices, the commission published three new guidelines in 2017-2018. They offer the Commission’s interpretation of rights and obligations in various situations of discrimination with various examples based on recent cases.

- Guideline on the Section 19(2)(f) Process:  
Dismissing a Complaint due to a Complainant Declining a Fair and Reasonable Settlement Offer;
- Guideline on Family Status;
- Guideline on Gender Identity or Expression;

The list of Guidelines can be found in **Appendix E**

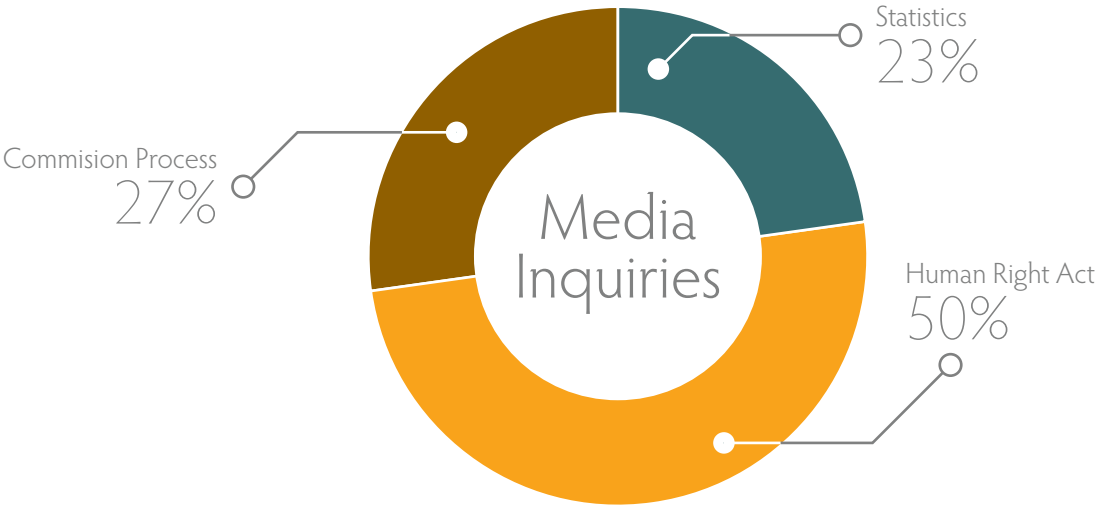


## Media relations

The Commission publishes news releases or statements to inform New Brunswickers of their human rights and responsibilities and the activities of the Commission. They are published on the Commission’s website and distributed to the media and the Commission’s stakeholders by email.

Four releases or statements were published during the 2017-2018 fiscal year. They mainly focused on seeking nominations for New Brunswick Human Rights Award and announcing its recipient; the modernization of the Human Rights Act and, the National Aboriginal Day.

The chairperson and the director were interviewed by the media on several news stories involving human rights issues.



## 50<sup>th</sup> anniversary of the Human Rights Act in 2017

Highlighting that on Sept. 15, 1967, the Legislative Assembly of New Brunswick was one of the first in the country to pass a law protecting its residents against discrimination and promoting true equality for all in a modern society, the Commission put together a variety of resources and activities to celebrate the 50<sup>th</sup> anniversary of the New Brunswick *Human Rights Act*.

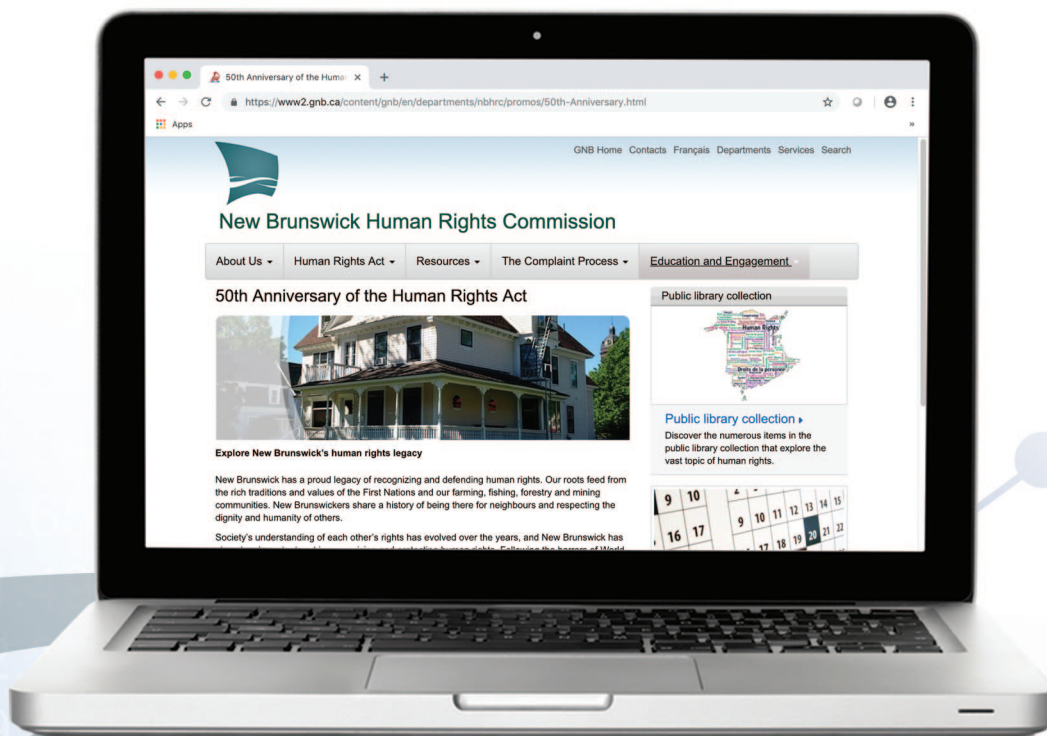
In November, the Commission was proud to organize and host in Fredericton the annual Mid-Year Meeting of the Canadian Association of Statutory Human Rights Agencies.

During the year various projects were completed under the main initiative called the Legacy project. In addition to the educational video «NB Human Rights Act 1967-2017», a series of 35 educational videos involving the seven Commission's chairpersons were produced and hosted on the Commission website as well as on its YouTube channel. Each chairperson provided vivid accounts of key moments that helped shape the human rights landscape in the province.

Various topics were addressed during the interviews with the Chairpersons: the Commission's accomplishments and its development, the Commission influence in the evolution of human rights in our province, the contribution of notable cases for the evolution of a clearer understanding of human rights in New Brunswick and, New Brunswick's greatest human rights challenges during their time.

A New Brunswick Human Rights Commission timeline made of our historic achievements including historical pictures and videos was made available and will be a useful reference to learn about the Commission's history.

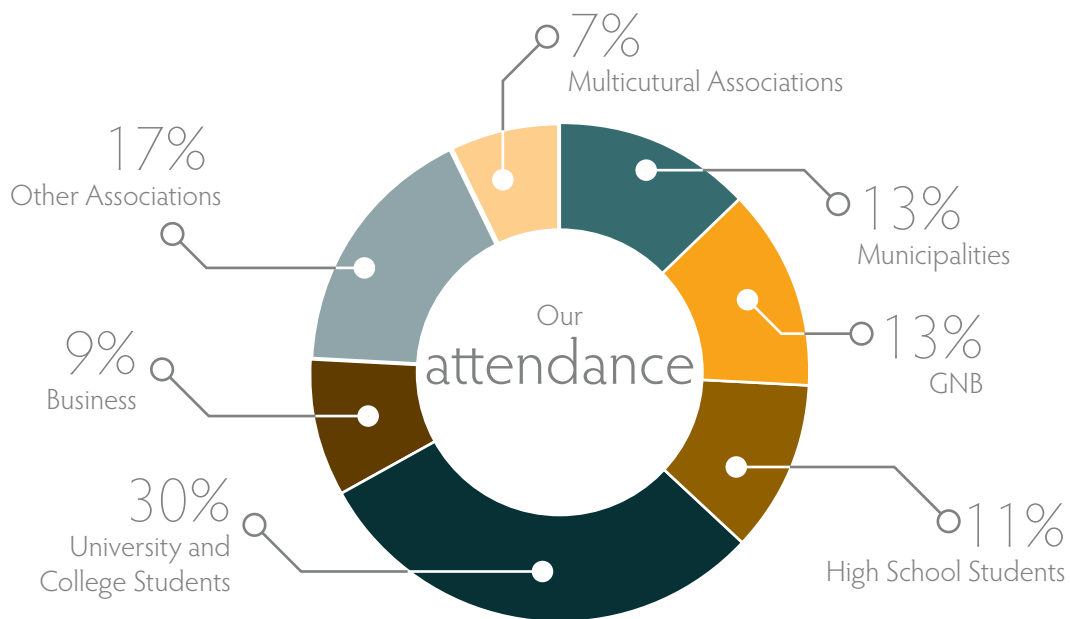
In partnership with the New Brunswick Public Libraries, the Commission website is now hosting a unique web portal giving direct access to the numerous items in the provincial public library collection that explores the vast topic of human rights.



## Presentations and workshops

As part of its education mandate, the Commission is regularly making presentations to various groups such as professional associations and educational institutions. The Commission delivered 54 presentations or information sessions in 2017-2018. Two of the sessions were agreed to as a term of settlement of a human rights complaint.

The commission presented to **1292** people.



## Who we sat down with

Five of the awareness presentations were delivered to business employers and employees. In addition, sixteen presentations were delivered to students at universities, community colleges, business colleges, public schools and Workplace Essential Skills classes. Thirty-three information sessions were delivered to GNB employees, municipalities, multicultural groups and other associations.



The most requested presentations focused on a general introduction to the *Human Rights Act* (49 presentations) and the duty to accommodate students with disabilities (3 presentations) followed by two presentations on the duty to accommodate at work.

The following is a sample of the topics covered by members and staff:

- discrimination in the workplace;
- best practices related to workplace dispute resolution and mediation;
- the duty to accommodate employees or students with a disability.



## Human Rights Award

The New Brunswick Human Rights Award is an annual award established in 1988 to recognize individuals and organizations that have shown outstanding effort, achievement and/or leadership on a volunteer basis in the promotion of human rights and equality, and as such serve as examples to all New Brunswickers.

The award is represented by an elegant sculpture of walnut and maple. The names of the recipients are engraved on the base of the award, which is on permanent display at Government House in Fredericton, where it may be viewed by the public.

A news release seeking nominations for the 2017 Human Rights Award was published in July 2017.

Nominations were also solicited from a wide variety of groups by email. The nomination form is posted on the Commission's website.

The New Brunswick Multicultural Council was the recipient of the 2017 New Brunswick Human Rights Award.

The council received this award for its decades of outstanding work in promoting human rights, diversity and inclusion in communities across New Brunswick in 2017, the council has been prominently

and actively engaged in the welcoming and settlement of Syrian refugees. The work of the council and its member agencies was instrumental; they provided programs, co-ordination and opportunities that directly helped hundreds of Syrian families begin a fresh start in New Brunswick.

Promoting diversity, inclusion and human rights, the council has been active on local, provincial and national fronts over the years and played a part in the creation of the *Canadian Multiculturalism Act* in 1988. The council works with 16 local multicultural associations throughout New Brunswick. It provides a unified voice for the province's multicultural sector and also provides co-ordination and support for provincewide projects.

A framed certificate was presented to the council president Mike Timani, by Commission chair Nathalie Chiasson and Lt.-Gov. Jocelyne Roy Vienneau at a ceremony at Government House in Fredericton on September 15, 2017.

*From left: New Brunswick Human Rights Commission chair Nathalie Chiasson; Lt.-Gov. Jocelyne Roy Vienneau; and council president Mike Timani.*





## National activities

The Commission is a founding member of the Canadian Association of Statutory Human Rights Agencies (CASHRA) and continues to play an active role within this organization. CASHRA was established in 1972 to foster cooperation and information-sharing between human rights agencies across Canada. During the last year, the Commission continued to leverage its membership to CASHRA and through its participation on several working groups contributed to inform the decision-making on key files such as the online collaboration platform for complaint process and the virtual classroom. CASHRA regular meetings are also an effective forum for Commissions to address operational matters, discuss statutory interpretation, and share leading practices among practitioners across the country.



Canadian Association of  
Statutory Human Rights Agencies  
Association canadienne des  
commissions des droits de la personne

Each year, a different CASHRA agency, selected on a rotating basis, organizes the CASHRA's annual business meeting and the human rights conference in the spring. The executives of each human rights commission meet again in the fall at the annual mid-year planning meeting. As part of the activities planned for its 50th anniversary, the New Brunswick Human Rights Commission was the host of the CASHRA Mid-Year Business Meeting in November.



## Social media and other activities

Social media is an expanding component of the Commission's communication strategy. New Brunswick's legal community, business sector, human resources practitioners and citizens rely on the Commission's website for information, especially our guidelines. By linking with other member agencies of the Canadian Association of Statutory Human Rights Agencies, our website is also a gateway to developments in the field of human rights across Canada.



287 Twitter followers with a  
126 tweets generating  
72,300 tweet impressions



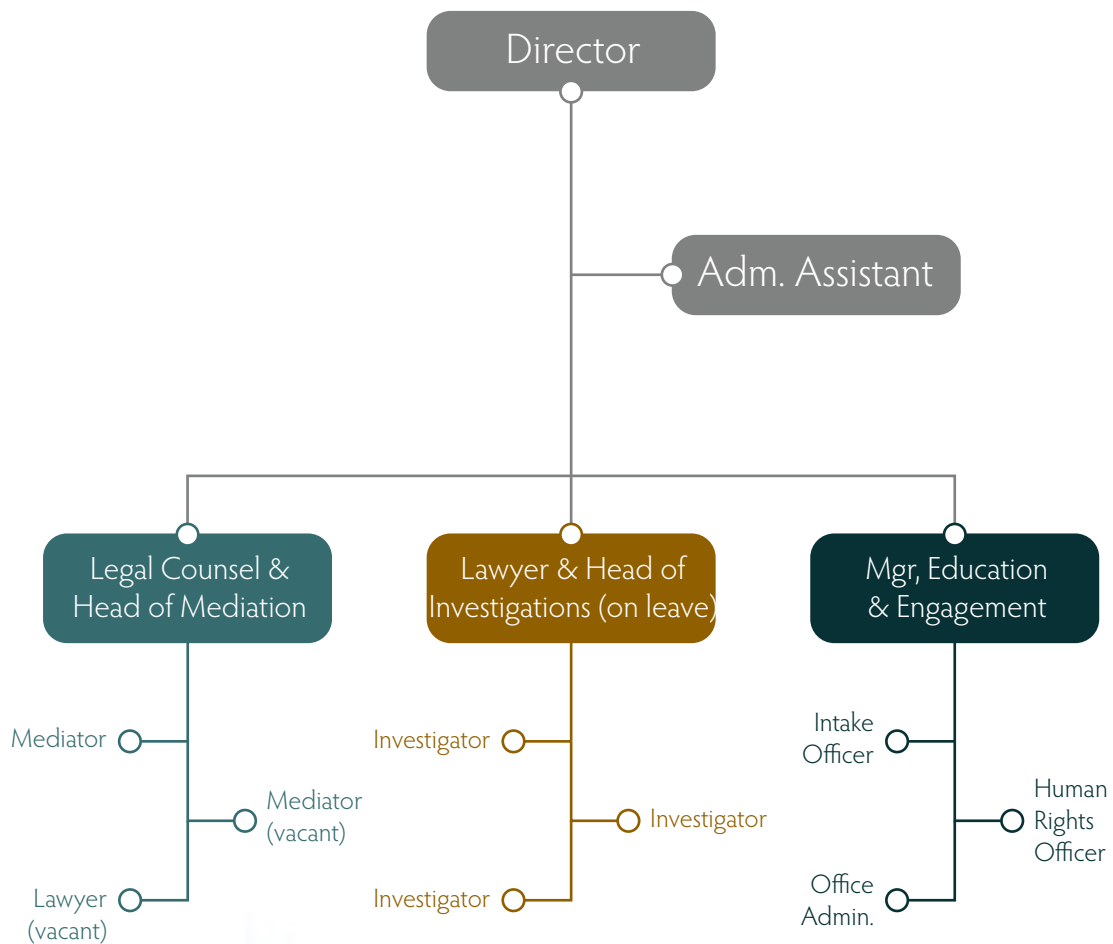
106 likes with 59 publications  
and 12,218 impressions.

# APPENDICES

## Appendix A

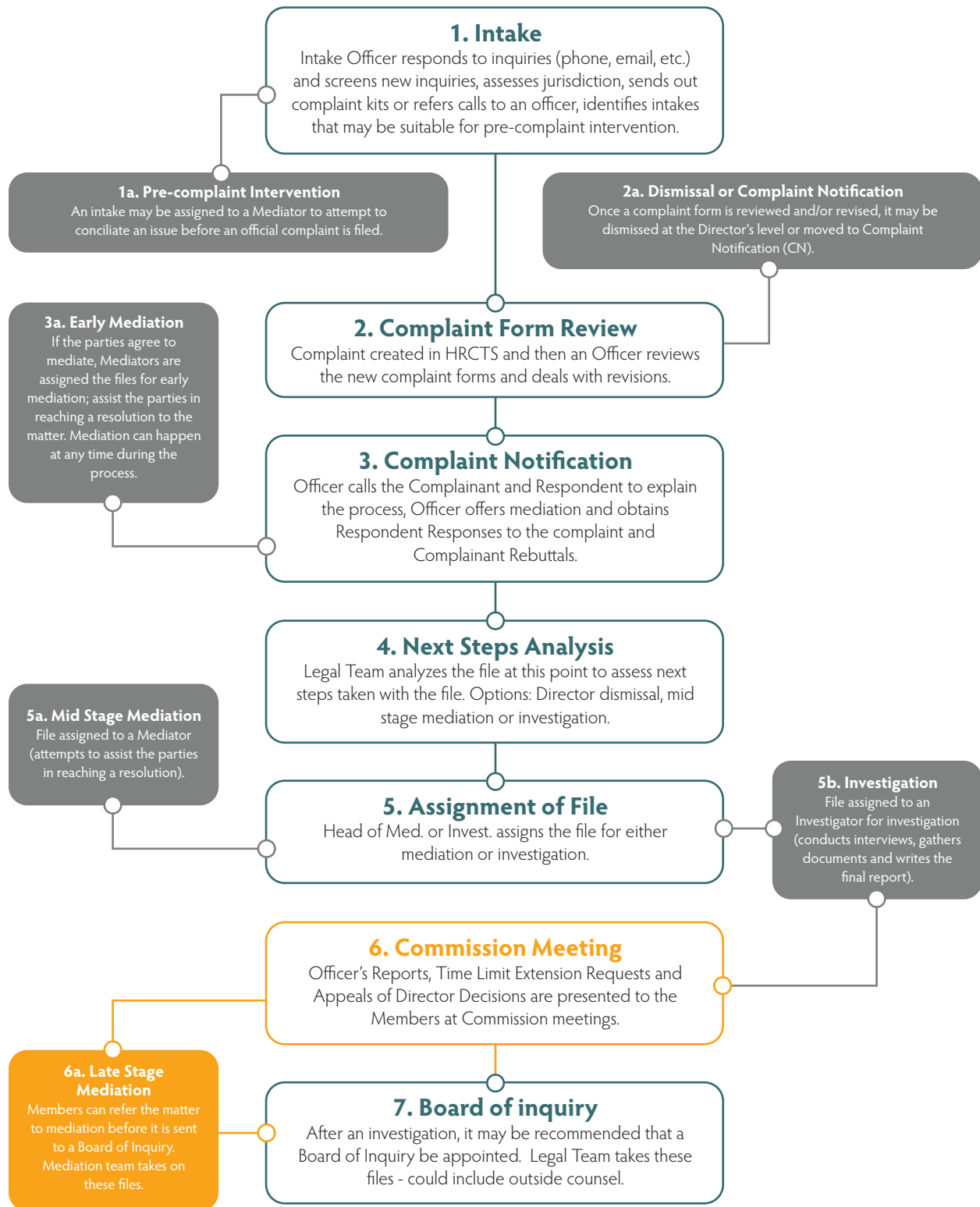
### Organizational chart

The Commission has a staff complement of 14 FTE. As of March 31, 2018, the commission was composed of 11 employees.



# Appendix B

## Complaint process



## Appendix C

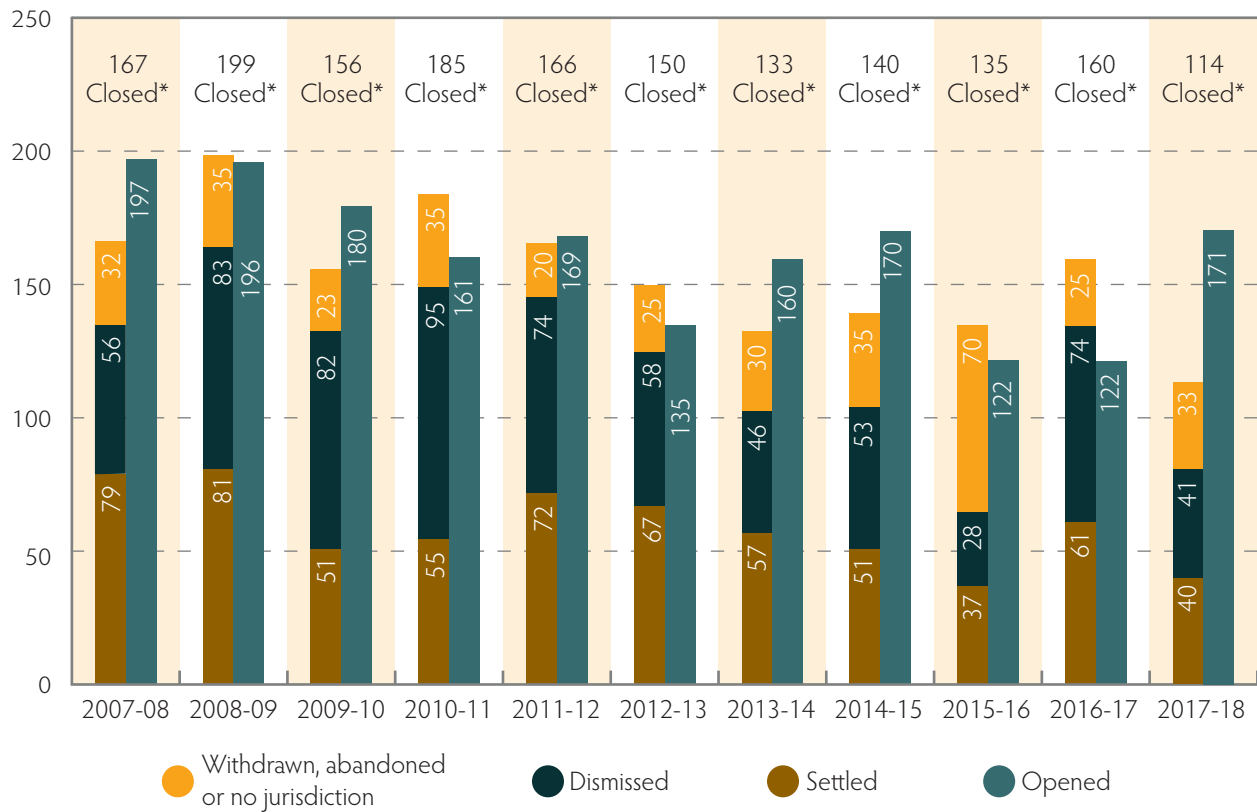
### New Formal Complaints\* by Ground and Activity April 1, 2017, to March 31, 2018

	Employment	Services	Publicity	Associations	Housing	Total
Physical Disability	59	1	12	1	1	74
Mental Disability	48	3	16	3	3	73
Sex	22	0	1	0	2	25
Age	10	0	3	0	3	16
Social Condition	7	1	4	1	3	16
Creed or Religion	3	0	7	1	3	14
Sexual Harassment	12	1	0	0	1	14
Sexual Orientation	9	0	1	1	2	13
Race	4	0	6	1	0	11
Marital Status	9	0	1	0	0	10
Family Status	5	1	2	0	2	10
Place of Origin	4	0	2	0	2	8
Reprisal	4	0	1	0	0	5
Ancestry	2	0	2	1	0	5
Colour	2	0	2	0	0	4
Political Belief or Activity	1	0	3	0	0	4
National Origin	1	0	0	0	0	1
<b>Total</b>	<b>204</b>	<b>7</b>	<b>63</b>	<b>9</b>	<b>22</b>	<b>305</b>

\* Note that this table shows **allegations** of discrimination, which **exceed the number of distinct formal complaints** since a single complaint may allege discrimination on more than one ground (e.g., race and colour) or in more than one activity (e.g., employment and service). When each new formal complaint alleging discrimination on multiple grounds or in multiple activities is counted as a single complaint, there were 171 distinct, new, formal complaints.



## Formal complaints opened and closed\* 2017-2018



\* NOTE: Statistics for closed complaints are for formal complaints closed by the Commission only, not cases settled during pre-complaint interventions, nor formal complaints closed at the board of inquiry or court levels.

## Appendix D

### Summary of expenditures

	2017-2018 Main Estimates	2017-2018 Budget	2017-2018 Actual
Compliance and Prevention	\$1,200,585	\$1,204,527	\$1,093,391
Office of the Commission	\$58,440	\$58,440	\$48,606
<b>Total</b>	<b>\$1,259,025</b>	<b>\$1,262,967</b>	<b>\$1,141,997*</b>

For detailed figures, please consult the supplementary information relating to the Department of Post-Secondary Education, Training and Labour in Volume 2 of the 2017-2018 Public Accounts.

\* Variance due to staff vacancies.

## Appendix E

### Publications of the New Brunswick Human Rights Commission

Guideline on the Section 19(2)(f) Process (2017, 30 pages)

Accommodating Disability at Work (2017, 25 pages)

Accommodating People with Service Animals (2017, 20 pages)

Accommodating Students with a Disability (K-12) (2017, 32 pages)

Accommodating Students with Disabilities in Post-Secondary Institutions (2017, 13 pages)

Delegation of Compliance Functions (2017, 4 pages)

Guideline on Family Status (2017, 12 pages)

Guideline on Gender Identity or Expression (2017, 9 pages)

Time limit Extension for Filing a Complaint (2017, 4 pages)

Guideline on Sexual Harassment (2018, 39 pages)

Guideline on Cannabis, Alcohol, and Drug Addictions (2018, 42 pages)

### Other publications

- Annual reports
- Accommodation at Work (reference manual) (2012)
- Additional publications are available on the Commission's website: [www.gnb.ca/hrc-cdp](http://www.gnb.ca/hrc-cdp)

