

# Human Rights Complaint Investigation Process

**1** A Human Rights Specialist (HRS) talks to the parties, reviews the process and discusses options.

**2** The **Complainant** sends in any relevant documents they have within **14 days**.

**3** Complaint reviewed for possible deferral or early dismissal (s. 31/32 of the Human Rights Act).

**4** The **Respondent** files a Reply to the Complaint (with relevant documents and witness statements) within **60 days**.


**5** The Complainant files a Rebuttal (with relevant documents and witness statements) within **60 days**.

**6** Complaint placed on a waitlist for investigation. **Due to current caseloads, this step takes time.**

**7** A HRS reviews the complaint. They may ask questions, get more information or interview witnesses.

**8** A HRS sends a summary report to the parties. They have **14 days** to comment.



 709-729-2709

 @NLHumanRights

For more information, please visit: [thinkhumanrights.ca](http://thinkhumanrights.ca)