

HUMAN RIGHTS AND LEGAL STRIKES



NL HUMAN RIGHTS ACT

The NL Human Rights Act protects people from discrimination and harassment. You have the right to be free from discrimination when going to work or school. The unfair treatment must be based on certain protected personal characteristics (called prohibited grounds). These are listed in section 9 of the Human Rights Act and includes political opinion.

WHAT DOES "POLITICAL OPINION" MEAN?

- No definition in NL, but BC case says can include belief in trade unionism.
- It's case specific (what's the nature of the belief? Is the belief core to a person's concept of a system of social cooperation?).
- It's genuinely held and is not just a passing idea or a position taken about an issue that impacts you personally.
- It's not limited to partisan politics, but there are limits.

DISCRIMINATION BASED ON POLITICAL OPINION?

You may be able to file a human rights complaint if you can answer YES to all 3 questions:

1. Do you have a sincerely held political opinion about trade unionism?
2. Did you suffer an adverse impact at work or school? This might mean that you lost pay, were threatened with or were disciplined, were denied access to a class or were not able to write an exam. **AND**
3. **Was your political opinion about trade unionism, in part, a reason for the adverse impact?**

Remember: filing a human rights complaint is only the first step in our complaints process. It doesn't mean that discrimination is proven yet, just that you meet the threshold for filing a complaint.

RESOURCES

- Labour Standards Division (non-union employees) 1-877-563-1063
- DoorWays is a single session, walk-in counselling service available to youth and adults without an appointment or referral. Call (709) 752-4903
- The SWCC continues to remain open and staff are providing services to students via telephone and virtual sessions. Call (709) 864-8500



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