



## HUMAN RIGHTS COMMISSION

Newfoundland and Labrador

### Notice: Workplace Injuries and Human Rights Complaints

The Newfoundland and Labrador Human Rights Commission has completed a review of its jurisdiction. This review examined **whether the Commission has the authority to act** in cases involving the duty to accommodate workplace injuries. The review was initiated following the passing of the “[Workplace Health, Safety and Compensation Act, 2022](#)”, which came into effect in September 2023.

Following this review, **the Commission wishes to advise the public that the [Workplace Health, Safety and Compensation Commission](#) (also referred to as **Workplace NL**) has exclusive jurisdiction over matters where the duty to accommodate arises from a workplace injury.**

This means that Workplace NL is responsible for addressing return-to-work obligations, modified duties, and related accommodations following a workplace injury. **The Commission no longer has the power to act**, otherwise known as the jurisdiction, **on complaints that involve these challenges following a workplace injury.**

For example, if a complaint is filed with the Commission and it alleges that an employer failed to provide additional supports or alternative arrangements for their work-related injury, the Commission would be unable to proceed. This is because Workplace NL has the exclusive power to act on these allegations.

Moving forward, **the Commission will be reviewing all human rights complaints processed after September 2023 with reference to Workplace NL claims.** This review will determine whether these cases involve issues that can only be addressed through the Workplace NL process. **Applicable complaints may be closed and those affected will be contacted directly.**

If you have questions about how this may affect a current or future human rights complaint, please contact the Commission. You can reach us by phone at 709-729-2709 or by email at [humanrights@gov.nl.ca](mailto:humanrights@gov.nl.ca).