

HUMAN RIGHTS COMMISSION

Province of Newfoundland and Labrador

Annual Activity Report for 2006 – 07

March 14, 2008

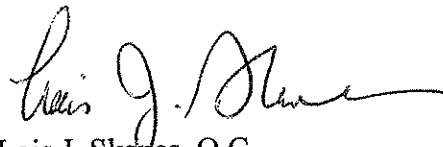
The Honourable Jerome Kennedy, Q.C.
Minister and Attorney General
Department of Justice
Government of Newfoundland and Labrador
P. O. Box 8700
St. John's, NL A1B 4J6

Dear Sir,

As the current Chair of the Human Rights Commission it is my pleasure to present to you the Commission Annual Report for the period April 1, 2006 to March 31, 2007.

The Human Rights Code provides for the appointment of a panel of adjudicators to hear and determine alleged violations of the Code.

The outcomes reported reflect the Department of Justice's strategic directions for the Commission and my signature below is on behalf of the Commission and indicates its accountability for the actual results.



Lois J. Skyles, Q.C.
Chairperson
Human Rights Commission

TABLE OF CONTENTS

Human Rights Commission:

Overview 1

Mandate 2

Activities 2

Appendix A: Financial Statements..... 6

OVERVIEW:

<p>Vision:</p> <p>An environment free of discrimination</p>

During the 2006-2007 reporting period, the Human Rights Commission was staffed by an Executive Director/Legal Counsel, two Human Rights Specialists responsible for investigating complaints and two support staff. The Commission was located at its current premises in the Beothuck Building, 20 Crosbie Place, St. John's, NL. The position of the Executive Director/Legal Counsel was held by Barry Fleming, Q.C. however he resigned during the year. On February 21, 2007 Jane M. Fitzpatrick assumed the role of Executive Director/Legal Counsel.

As of March 31, 2007 the members of the Human Rights Commission were:

- | | |
|--|----------------|
| Gilbert Thomas
Appointed October 8, 2002 – Expiry October 7, 2007 | - Vice-Chair |
| Shirley Barr
Appointed October 8, 2002 – Expiry October 7, 2007 | - Commissioner |
| Winston Green
Appointed October 8, 2002 – Expiry October 7, 2007 | - Commissioner |
| Jorge Villanueva
Appointed March 28, 2006 – Expiry March 27, 2011 | - Commissioner |
| Mary Ennis
Appointed March 28, 2006 – Expiry March 27, 2011 | - Commissioner |

The position of Chairperson of the Commission was also vacated during this reporting period when, on March 21, 2007, Gillian Butler, Q.C. was appointed a Justice of the Supreme Court of Newfoundland and Labrador.

The Government of Newfoundland and Labrador budgeted \$435,700 for the Commission expenditures for the 2006-2007 year. Of the budgeted amount \$327,498 was expended.

The Commission's lines of business are:

- receiving, recording, investigating and litigating individual's written complaints that allege violation of the Human Rights Code;
- promotion of the Human Rights Code;
- education and research designed to eliminate discriminatory conduct;
- advising and helping individuals, group, organizations and governments on matters related to human rights.

MANDATE:

The mandate of the Human Rights Commission is contained in Section 18 of the Human Rights Code, Chapter HL-24.1, SNL 2004. The Commission is responsible for promoting an understanding and acceptance of and compliance with the Human Rights Code.

ACTIVITIES:

The following chart outlines the number and grounds of complaints received by the Human Rights Commission in 2006-07.

SECTION	GROUND	NUMBER
9	PHYSICAL DISABILITY	36
9	MENTAL DISABILITY	8
9	MARITAL STATUS	4
9	SEX	10
9	AGE	12
9	SEX/PREGNANCY	4
9	SEXUAL HARASSMENT	4
9	RACE	2
9	RELIGIOUS CREED	1
9	SOCIAL ORIGIN	3
9	SEXUAL ORIENTATION	1
9	POLITICAL OPINION	-
6	PHYSICAL DISABILITY	8
6	MENTAL DISABILITY	5
6	MARITAL STATUS	-
6	SEX	1
6	NATIONAL ORIGIN	-
12	SEXUAL HARASSMENT	2
15	RETALIATION	2
	TOTAL:	103

The Commission closed 85 files in 2006-07. They were closed in the following manner:

	Number
Dismissed	59
Referred to Boards of Inquiry	9
Settled	7
Withdrawal	<u>10</u>
	85

Of these closed files the complaints by Gender were:

Males	-	40
Females	-	45

SECTION 21(4) APPLICATIONS:

Section 21(4) of the Human Rights Code permits a complainant to apply to the Supreme Court of Newfoundland and Labrador, Trial Division, for an order compelling the Commission to forward his/her complaint to a Board of Inquiry. During 2006/07 there were no applications made under this section.

SECTION 30 APPLICATIONS:

Section 30 permits a party to a Board of Inquiry to appeal the decision of the Adjudicator to the Supreme Court Trial Division. One such appeal was commenced in 2006/07.

APPENDIX A

FINANCIAL STATEMENTS

FINANCIAL STATEMENTS:

Expenditures and revenue figures included in this document are based on public information provided in the Report on the Program Expenditures and Revenues of the Consolidated Revenue Fund for Fiscal Year Ended 31 March 2007. (unaudited)

	<u>Actual</u>	<u>Estimates</u>	
	<u>\$</u>	<u>Amended</u>	<u>Original</u>
	<u>\$</u>	<u>\$</u>	<u>\$</u>
2.3.04. HUMAN RIGHTS			
01. Salaries.....	236,656	237,700	326,100
02. Employee Benefits.....	1,479	2,600	2,600
03. Transportation and Communications.....	18,786	27,300	28,000
04. Supplies.....	3,744	5,300	4,000
05. Professional Services.....	9,410	23,900	27,800
06. Purchased Services.....	55,423	55,700	47,200
07. Property, Furnishings and Equipment	<u>2,000</u>	<u>2,300</u>	<u>-</u>
Total: Human Rights	<u>327,498</u>	<u>354,800</u>	<u>435,700</u>

