

HUMAN RIGHTS  
BOARD OF INQUIRY

NOTICE OF HEARING

TO:

Gail Jewsbury  
Complainant

CAPITAL REGIONAL DISTRICT, VICTORIA  
Respondents

Director, Human Rights Code  
A party pursuant to Section 16(3) of the  
Human Rights Code of British Columbia.

TAKE NOTICE THAT pursuant to Section 16 of the Human Rights Code of British Columbia, a Board of Inquiry will, commencing at 10:00 a.m., on May 4-5, 1978, in the Oak Room, Parliament Buildings, Victoria, B.C., hear the allegation under Section 8 of the Human Rights Code of British Columbia of Gail Jewsbury against the Capital Regional District, Victoria, which allegation was filed August 17, 1976. Copies of the allegation and the Report to the Minister are attached hereto.

The Board may, at the request of any party to the proceedings or on its own motion, direct that a transcript be made of the proceedings. Such request in writing is to be received by the undersigned not later than five days prior to the date set for the Hearing.

DATED at the City of Victoria in the  
Province of British Columbia this 11th day of April, 1978.

*K. Ruff*

Kathleen Ruff  
Director  
Human Rights Code

Attachments



BOARD OF INQUIRY

COMPLAINT: Pursuant to Section 8 of the Human Rights Code of British Columbia.

CATEGORY: Refusal to hire on the basis of sex

COMPLAINANT: Gail Jewsbury

RESPONDENTS: Capital Regional District, Victoria  
(Frank Raimondo, Senior Engineering Assistant)

DATE OF ALLEGED CONTRAVENTION: August 1, 1976

EXHIBIT: Complaint Form signed by Gail Jewsbury, dated August 17, 1976.

REPORT: Gail Jewsbury alleges that she was not hired for the position of Sewage Monitoring Technician because of her sex.

ATTEMPTS AT SETTLEMENT:

The Capital Regional District deny the allegation and it has not been possible to settle the complaint.

*K. Ruff*

Kathleen Ruff,  
Director,  
Human Rights Code.

*August 17, 1976* *Gail Jewsbury*



## COMPLAINT

FORM 1

No. 76: 377



## HUMAN RIGHTS CODE OF BRITISH COLUMBIA

Director,  
Human Rights Code,  
Parliament Buildings,  
Victoria, B.C. V8V 1X4

I, Gail Jewsbury

(Name in full)

206 - 1317 Hillside Avenue

(Street address)

Victoria

(City)

477-6911 Local 4727

(Home telephone)

(Business telephone)

complain under section 8 of the *Human Rights Code of British Columbia* that I was discriminated  
against by

Frank Remondo

(Name in full)

Senior Engineer Assistant

(Position or title)

Capital Regional District

(Company name)

524 Yates Street

(Street address)

Victoria

(City)

388-4421

(Home telephone)

(Business telephone)

on August 1, 1976

(Date of offence)

NOTE—Complaint must be filed within six months—of the alleged incident.

August 17, 1976

(Date)

(Signature)

Gail C. Jewsbury

Please fill in details on back.



Discrimination on the basis of

- ☐ race ☐ religion ☐ colour ☐ age ☐ marital status  
☐ ancestry ☐ place of origin ☐ political belief ☐ criminal conviction  
☒ other Sex

Details I allege that I was not employed by Capital  
Regional District because of my sex.

OFFICE USE ONLY

- |  | Result                                    | Officer |
|--|---|---------|
| <input type="checkbox"/> proceeding          | <input type="checkbox"/> information      |         |
| <input type="checkbox"/> under investigation | <input type="checkbox"/> dismiss          |         |
| <input type="checkbox"/> waiting for reply   | <input type="checkbox"/> withdrawn        |         |
| <input type="checkbox"/> informal follow-up  | <input type="checkbox"/> settled          |         |
| <input type="checkbox"/> refer to            | <input type="checkbox"/> Board of Inquiry |         |
| <input type="checkbox"/> send material       |   |         |



# SETTLEMENT AGREEMENT

BETWEEN:

CAPITAL REGIONAL DISTRICT, VICTORIA

AND:

GAIL JEWSBURY

AND:

DIRECTOR, HUMAN RIGHTS CODE OF BRITISH COLUMBIA

WHEREAS:

A. Gail Jewsbury, of #204-1537 Belcher Avenue, in the City of Victoria, Province of British Columbia, caused a complaint to be filed on the 17th day of August, 1976 pursuant to the provisions of the Human Rights code of British Columbia, and

B. The complaint aforesaid alleged that the Capital Regional District, Victoria, British Columbia had failed to employ her by reason of her sex (which allegation is denied by the Capital Regional District) and

C. The Minister of Labour, for the Province of British Columbia appointed a Board of Inquiry pursuant to the provisions of Section 16 of the Human Rights Code of British Columbia to hear the allegations alleged by Gail Jewsbury,

NOW THEREFORE THE PARTIES HERETO AGREE AS FOLLOWS:

1. That the Capital Regional District, Victoria British Columbia will pay to Gail Jewsbury the sum of



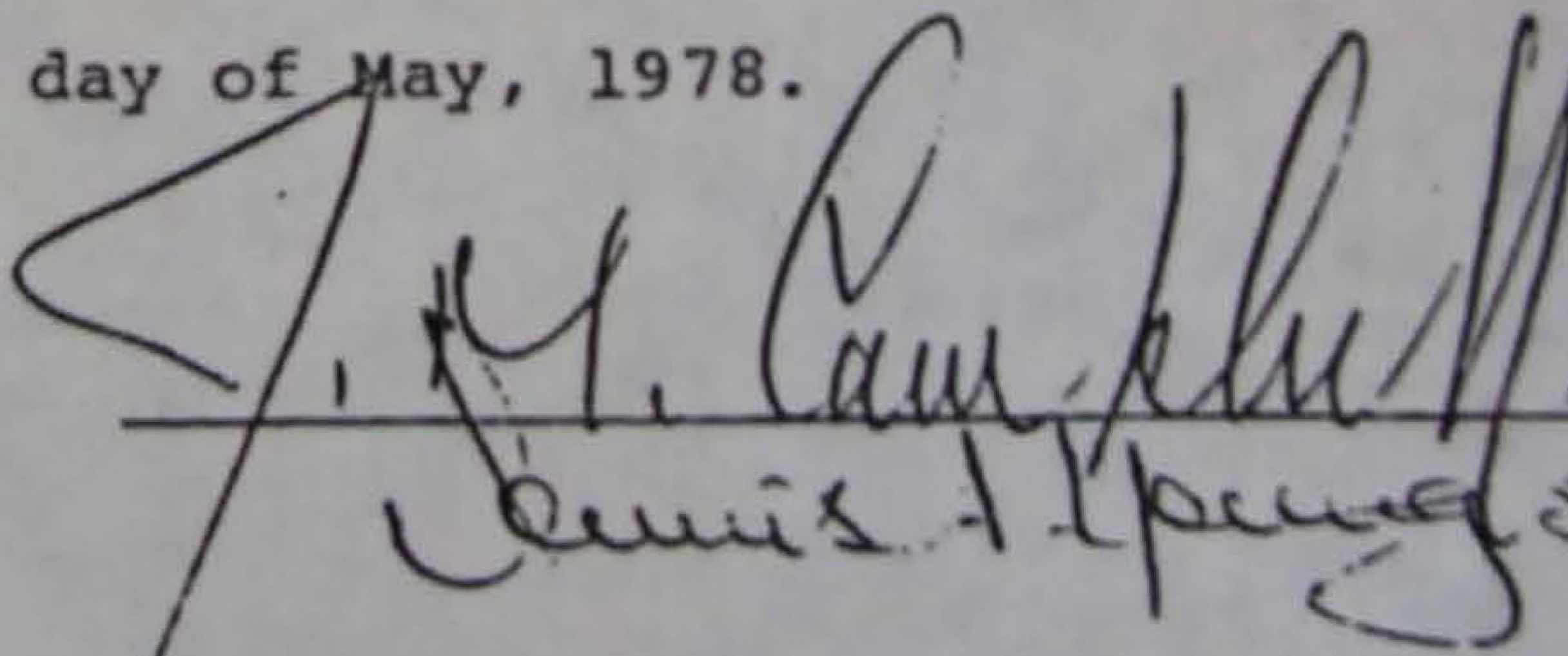
\$2,000.00 immediately upon the execution of this Agreement.

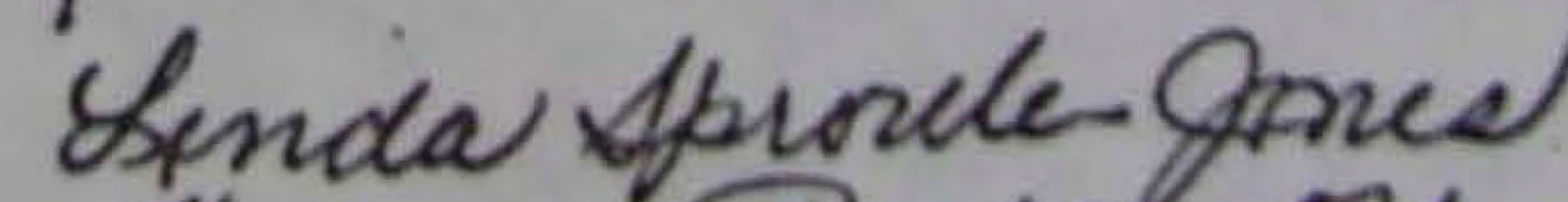
2. That the Capital Regional District, Victoria, British Columbia will offer to Gail Jewsbury their next employment opportunity as a Waste Water Monitoring Technician whether that opportunity be for employment on a full time or part-time basis.
3. In the event that Gail Jewsbury should reject the offer of part-time employment, the Capital Regional District, Victoria, British Columbia agrees that this shall not relieve them of their obligation herein to offer Gail Jewsbury their next full time employment opportunity as a Waste Water Monitoring Technician.
4. The Capital Regional District, Victoria, British Columbia confirms by this Agreement that it offers and will continue to offer its employment opportunities to all persons in a manner consistent with the letter and spirit of the Human Rights Code of British Columbia and in particular, confirms that selection for employment opportunities will be upon the basis of ability to perform.

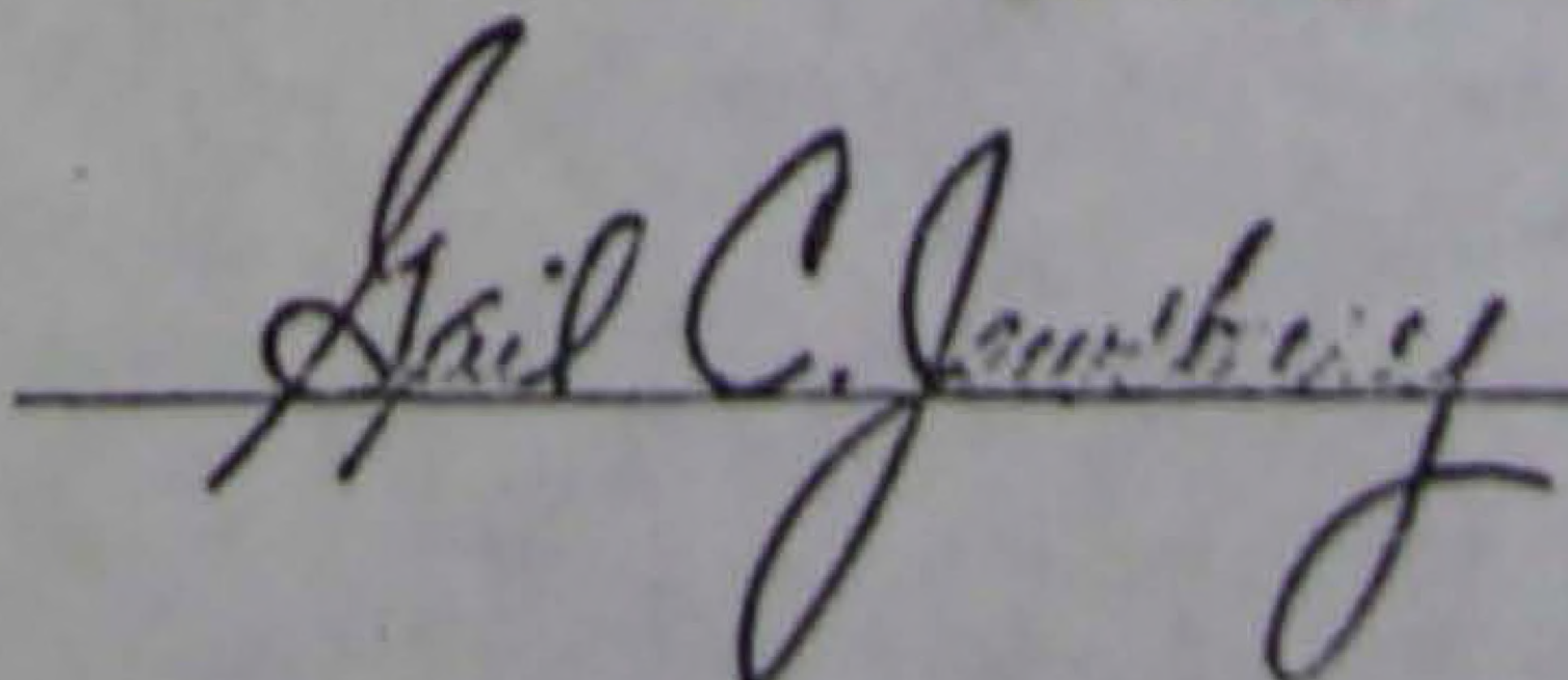


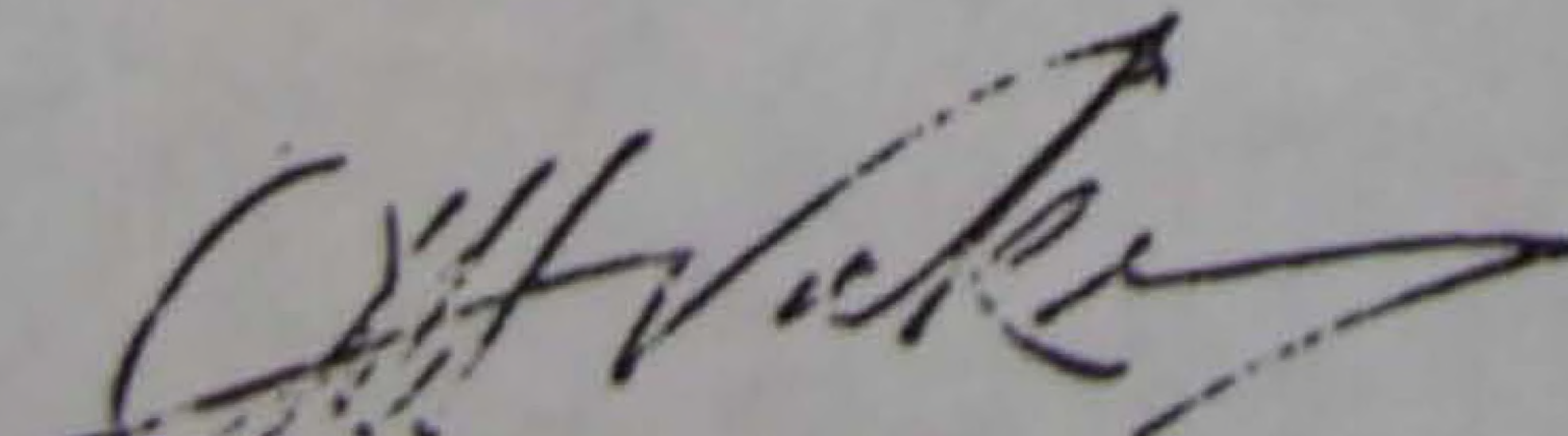
5. The parties agree that the Board of Inquiry shall be adjourned sine die by consent.
6. Upon the happening of the events referred to in paragraphs 1, 2 and 3 the parties agree that the complaint shall be dismissed without costs to any party.
7. Gail Jewsbury further agrees that upon the happening of the events referred to in paragraphs 1, 2 and 3 she does thereby remise, release and forever discharge the Capital Regional District, its servants, employees, officers and agents of and from any and all claims, including compensation and costs, which she may have had up to this date, and more particularly from any claim arising out of the complaint filed on or about the 17th day of August, 1976.

DATED at the City of Victoria, in the Province of British Columbia this 17<sup>th</sup> day of May, 1978.

  
J. M. Campbell  
Counsellor

  
Linda Sproule-Jones  
Human Rights Officer for  
The Director Human Rights Code

  
Gail C. Jewsbury



DAVID H. VICKERS  
BARRISTER & SOLICITOR  
LADNER DOWNS  
1242-1175 DOUGLAS ST.  
VICTORIA, B.C. V8W 2E1

