



1987 Annual Report

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required.

The Human Rights Commission
6th Floor, 345 Duckworth Street
P.O. Box 4750
St. John's, Newfoundland
A1C 5T7

Telephone: 576-2709 or 576-5812
Toll Free 1-800-563-5808



Gillian D. Butler
Chairperson

CHAIRPERSON'S REMARKS

I am proud, once again, to provide introductory remarks to the Annual Report of the Newfoundland Human Rights Commission, this time for the fiscal year 1987.

For the period June 1, 1986 to May 30, 1987, I served as Vice-President of the Canadian Association of Statutory Human Rights Agencies (C.A.S.H.R.A.) and associated with this position, the Newfoundland Human Rights Commission was responsible for the organization and planning of the 1988 CASHRA Conference, to be held in St. John's from May 1-4, 1988. While the outcome of this National Conference will be a subject of our 1988 Annual Report, the dedication of the staff of our Commission and the voluntary work of my fellow Commissioners during 1987 to make this Conference possible have given me great satisfaction.

Although the content of this Annual Report does not allow for statistical comparison of the work of our Commission with that of other provincial and territorial counterparts, our readers should be assured that our four full-time employees handle a workload at least as great as some other jurisdictions who have far greater budgetary allowances.

The future work of the Newfoundland Human Rights Commission and the accomplishments of its Commissioners will continue to depend upon the support of the Provincial Government and, in particular, the Minister responsible for Human Rights. In this regard, I look forward to continuing an excellent working relationship with the Honourable Lynn Verge, Minister of Justice and her Associate Deputy Minister, Deborah Fry who have both been instrumental in allowing us to meet our initiatives to date.

A handwritten signature in dark ink, appearing to read "G. Butler".

GILLIAN D. BUTLER
CHAIRPERSON

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COMMISSION MEMBERS

The Newfoundland Human Rights Commission consists of a Chairperson plus six other members who are representative of various groups and regions throughout the province. All seven Commissioners were appointed in September of 1985.

CHAIRPERSON

GILLIAN BUTLER

Gillian Butler is a graduate of Memorial University of Newfoundland's School of Business (1977) and the University of Alberta Law School at Edmonton (1980). She was called to the Bar in Newfoundland in December, 1980 and is presently a partner in the 13-member law office of White, Ottenheimer & Green where she is involved mainly in civil litigation.

In addition to her private practice and position with the Human Rights Commission, Ms. Butler is director of several community organizations at the Provincial level. She is married to David D. McKay and is the mother of one daughter, Heather.



COMMISSIONERS

ANNE HART

Anne Hart received her Bachelor of Arts (*History*) from Dalhousie University, Halifax, Nova Scotia in 1956, and a Bachelor of Library Science from McGill University, Montreal.

Ms. Hart is Head of the Centre for Newfoundland Studies, Queen Elizabeth II Library, Memorial University of Newfoundland. In addition to her appointment with the Newfoundland Human Rights Commission, Ms. Hart has been involved with several other Boards and Committees including Chairing the Newfoundland Public Libraries Board. She is a writer and the mother of three children.

Ms. Hart is the author of numerous short stories, plays, poems and articles. In 1985, she published her first book, *The Life and Times of Miss Jane Marple*. Her work has won her several awards, including the Canadian Library Trustee Association: Annual Merit Award in 1986. Ms. Hart is currently involved in several professional associations.



IRENE McGINN

Irene McGinn was first appointed to the Human Rights Commission in 1982. She was reappointed in 1985. Mrs. McGinn is a resident of Glovertown where she served on the Town Council for eight years, three of those years as Mayor of that community.

Mrs. McGinn has been involved with a number of organizations including the Consumer Organization of Disabled People in Newfoundland and Labrador; the Gander District Hospital Board; the Newfoundland Arthritis Society; the Canadian Organizational Committee for International Year of Disabled People; the Advisory Board for C.N. Marine.

*Picture
Not
Available*

JOHN MOORE

John Moore, a graduate of the American Institute of Baking, Chicago, received his high school education in New Brunswick and Newfoundland. He is presently President of family-owned Cabot Bakery Limited in Grand Falls.

Mr. Moore has been involved in several voluntary organizations in Grand Falls. He is presently serving as President of the Grand Falls Chamber of Commerce and past activities include member and Vice-Chairman of Central Newfoundland Regional Health Centre; Treasurer of Memorial United Church; Vice-President of the Atlantic Provinces Bakers Association; the Cancer Society; the Red Cross and a member of the Board of Directors of Environment Resources Management Association.

Mr. Moore spends his spare time sailing and skiing.



YVONNE T. POWER

Yvonne Power was born and raised in Trepassey, Newfoundland, where she now resides with her husband, Don, and two children, Tina, age 15, and Christopher, age 13. Mrs. Power has completed a Certificate Program in Municipal Administration from Memorial University of Newfoundland and has been actively involved in professional and community organizations. She has served as President of Trepassey Women's Institute; as Founding Commissioner, Trepassey District Girl Guides; as Eastern Director and Vice-President of the Newfoundland and Labrador Association of Municipal Administrators; as a member of Trepassey Recreation Commission and Trepassey Lioness Club. Since 1978, Mrs. Power has been employed as Town Manager in the Town of Trepassey.



HUBERT O'REILLY

Hubert O'Reilly was born and educated in Corner Brook, on the west coast of Newfoundland. He has been employed with the Canadian National Railways since 1952. Mr. O'Reilly is actively involved with the union and has served as President of local # 1350 of the United Transportation Union since 1976. Mr. O'Reilly served as legislative representative for the United Transportation Union from 1979 to 1984.

Mr. O'Reilly's interests include politics and sports. He is married to the former Shirley Clarke of Springdale and they have five children.

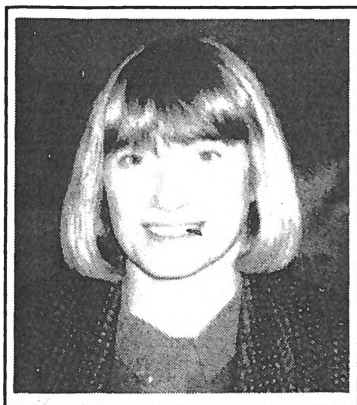


ROBERT G. JOERGENSEN

Robert G. Joergensen, an Engineer and Journalist, was educated in the United States. He immigrated and settled in Newfoundland in 1975. In addition to his position as Commissioner of Human Rights, he has been involved in the rights of veterans and children's programs on a local and national level for many years. He is retired from a thirty year military career in the navy.

Mr. Joergensen has been in the insurance industry for the past nine years and operates a retail store in Mount Pearl. He and his wife Hazel, live in Mount Pearl and have six grown children and six grandchildren.





Gladys Vivian
Executive Director

EXECUTIVE DIRECTOR'S REPORT

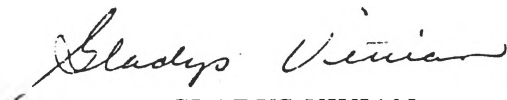
It is with pleasure that I present to you the 1987 Annual Report of the Newfoundland Human Rights Commission.

1987 has been a busy and productive year for the Commission and I wish to express my thanks to our staff and Commissioners for their contribution and hard work. In addition to handling a twenty-nine per cent increase in complaints, our staff contributed considerably in the preparations for the 1988 CASHRA/ACCDP Conference which the Newfoundland Human Rights Commission will have the pleasure of hosting in May, 1988.

In 1988, the Commission will aim to reduce the time in the investigation and resolution of complaints. We will strive to develop an educational program which will more effectively reach all residents of the province. The St. John's office of the Newfoundland Human Rights Commission provides service throughout Newfoundland and Labrador and we believe that the demand for our services is at a point where there is a need for a regional office. A regional office would be beneficial in providing efficient and effective service and we will be seeking this type of expansion over the coming year.

We encourage teachers, employers, landlords and the providers of services, in their planning of activities for 1988, to include an activity to promote an awareness of, and commitment to the principles of Human Rights.

December 10, 1988 marks the 40th anniversary of the signing of The Universal Declaration of Human Rights and we look forward to the participation of many groups and individuals in the Province of Newfoundland in celebrating this significant date.


GLADYS VIVIAN
EXECUTIVE DIRECTOR

DISCRIMINATION BECAUSE OF MENTAL DISABILITY AND PHYSICAL DISABILITY

The Newfoundland Human Rights Code prohibits discrimination on the basis of physical disability and mental disability in the areas of services, goods and facilities; the rental of self-contained dwelling units and commercial units; and in employment. Harassment because of a mental disability or physical disability is also prohibited in employment and in accommodations.

Physical disability and mental disability are defined in the legislation. Physical disability means any degree of infirmity, malformation or disfigurement of the body, while mental disability includes mental retardation, learning disability and a mental disorder.

These provisions in The Newfoundland Human Rights Code address concerns that persons with disabilities have been denied employment opportunities because of traditional prejudices against them, together with a lack of knowledge of their capabilities and potential. Sometimes, qualified applicants may be excluded from job interviews without a determination being made as to whether the individual is able to perform the essential job functions.

The intention of The Newfoundland Human Rights Code is not to force an employer to hire someone who is incapable of performing the essential duties of the job. Actually, the Code is a tool which can be helpful in selecting the best qualified candidate for the job as it forces the employer to focus on job related qualities. That is, the employer must look at ability of the individual to do the job rather than disabilities.

Questions about illness, injury or medical history, in the past or in the present, should not be asked on the application form. Employers may raise questions regarding the extent of an applicant's handicap as it affects his or her ability to do the job. If there is concern, the employer may make a job offer contingent upon passing a job related medical. The procedure should ensure that the medical examination is specific to a set of predetermined and objective health standards that are in turn based on the working conditions for the job under consideration. The judgments of fitness to work should be based solely on currently available information and not by speculating on what might occur at some point in the future. If the prospective employee's present health status is such that they will not be a hazard to themselves or others while working in the job as described at the time of the pre-placement medical examination, then that person should be deemed fit.

When the medical findings indicate that a modification is needed either in the way the work is performed or in the working environment, it is expected that the employer make reasonable effort to accommodate. For example, a paraplegic confined to a wheelchair may need a ramp or special hours to accommodate special transportation needs.

This procedure does not focus on disabilities or handicaps, but rather on functional capability as it relates specifically to the job. It ensures that the medical examination is directed only towards the working conditions and it ensures that if special modifications are needed in the workplace they are described clearly to the operating department without breaching medical confidentiality.

In 1987, fifty-three percent of the complaints investigated under Section 7 of The Newfoundland Human Rights Code (admission to accommodation, services and facilities) were on the basis of physical disability, and seven percent were on the basis of mental disability. Seventeen percent of the complaints investigated under Section 9 (employment) were on the basis of physical disability. In addition to enforcing The Newfoundland Human Rights Code, the Human Rights Commission has an educational component and officers of the Commission will meet with employers and other concerned individuals to review job application forms and employment policies as to their compliance with the legislation. By working together with employers, landlords, and the providers of service, we hope to reduce the discrimination presently experienced by people with handicaps.

FITNESS-TO-WORK EXAMINATIONS

Pre-placement:

When hiring permanent or permanent part-time employees.

Return to Work:

When an employee is returning to work following a serious illness or injury and there is some question as to the employee's ability to perform his/her regular job function.

When an employee has returned to work with a work modification and is still undergoing therapy and/or rehabilitation.

Continuing Disability:

When an employee needs to be assessed for continuing short-term disability, long-term disability and/or Workers' Compensation.

Employee Health Assistance Program:

When health reasons are identified for failing job performance. A medical review may be either suggested (job not at risk) or directed (job at risk) by the supervisor.

Other Fitness-to-Work:

When an employee transfers from one position to another and the working conditions are significantly different.

When the existing working conditions have been significantly altered.

When health problems have developed that may be aggravated by existing working conditions.



EMPLOYEE NAME	POSITION TITLE
EMPLOYEE ADDRESS	COMPANY NAME
HOME PHONE	DEPARTMENT NAME LOCATION
SUPERVISOR'S NAME	SUPERVISOR'S PHONE
HUMAN RESOURCES CONTACT	H.R. CONTACT PHONE

☐ PREPLACEMENT MEDICAL ☐ RETURN TO WORK ☐ EMPLOYEE HEALTH ASSISTANCE ☐ CONTINUING DISABILITY ☐ OTHER _____

<input type="checkbox"/> FIT	<input type="checkbox"/> UNFIT	<input type="checkbox"/> FIT WITH WORK MODIFICATIONS
<input type="checkbox"/> TEMPORARY	<input type="checkbox"/> PERMANENT	<div style="display: flex; justify-content: space-between;"> <div style="text-align: center;">FOLLOW-UP DATE</div> <div style="text-align: center;">YY MM DD</div> </div>

COMMENTS

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ASSESSOR'S SIGNATURE		<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 60%; padding: 2px;">DATE OF ASSESSMENT</td> <td style="width: 10%; text-align: center; padding: 2px;">YY</td> <td style="width: 10%; text-align: center; padding: 2px;">MM</td> <td style="width: 10%; text-align: center; padding: 2px;">DD</td> </tr> <tr> <td style="height: 20px;"></td> <td style="text-align: center;"> </td> <td style="text-align: center;"> </td> <td style="text-align: center;"> </td> </tr> </table>	DATE OF ASSESSMENT	YY	MM	DD				
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FROM OUR FILES

CASE SUMMARIES

Human Rights Officers investigate and attempt to settle complaints filed under the jurisdiction of The Newfoundland Human Rights Code. In most cases, complaints which are found to have merit are satisfactorily settled between the complainant and respondent. Some examples of these complaints settled in 1987 are given here, as are some examples of dismissed complaints.

EXAMPLES OF SETTLED CASES

Area of Employment

(1) Ground: Physical Disability

A university male student who had been offered a job as an untrained nursing assistant for the summer months had the job offer withdrawn when the required medical showed him to be a diabetic. The job required shift work and the doctor performing the medical was of the opinion that a diabetic could not work twelve hour shifts. The complainant thought otherwise and filed a complaint with the Commission. As a result, the job offer was reinstated and the gentleman started work on schedule.

(2) Ground: Marital Status

A lady filed a complaint with the Human Rights Commission when she was informed that her contract would not be renewed because her husband was employed in a supervisory position within the same department. As a result of Commission intervention, the complainant retained her job and the respondent changed its policy, regarding the employment of spouses of supervisory personnel, to comply with The Newfoundland Human Rights Code.

(3) Ground: Sex

Eighteen ladies employed at a local hotel filed complaints with the Commission when their jobs were threatened for refusing to sign their names on cards to be placed in the rooms of guests with the words "A Goodnight Kiss" printed on the front. When the local manager refused to settle the complaints, the Commission contacted the President of the company resulting in the cards being removed from all guest rooms immediately.

(4) Ground: Sex

A lady, employed as a part-time sales clerk for several years, had been told that she was in line for the next permanent full-time position that became available. By the time this position did become available, there had been a change in managers and the lady was pregnant. The new manager refused to give her the job. The lady believed she was refused the full-time position because of pregnancy. She resigned her job over the dispute and shortly thereafter filed a complaint with the Commission. The settlement arrived at in this complaint was that the Company re-employ the complainant in an available temporary position and offer her the next full-time permanent position that became available. The file was closed when the complainant's job became permanent.

(5) Ground: Sex

A lady submitted a complaint, alleging discrimination on the basis of sex, when the community committee sponsoring a Canada Job Strategy project hired only men for the construction project. The reason this was done, according to the committee members, was to hire experienced and qualified people. (They assumed that the only female referred for work was not qualified.) In doing this, it seems they ignored one of the prime purposes of the project — to provide training to local residents to improve their work skills and thus enhance their employment prospects. As it turned out, their assumption that all of the men hired were qualified was wrong. Several had no previous experience or training. After meeting with an officer from the Commission, the committee realized that, even when unintentional, discrimination can take place. When such discrimination contravenes The Newfoundland Human Rights Code, then corrective action is necessary. The committee reconsidered its hiring decision, rearranged the work weeks allocated to the project and, without laying anyone off, hired the complainant. Thus, the complaint was resolved to the satisfaction of both the complainant and the Commission.

Area of Services

(1) Ground: Physical Disability

A gentleman who is a paraplegic as a result of polio was categorized in the high risk area when he attempted to obtain optional life insurance coverage being offered through his place of employment. As a result of Commission intervention, the insurance company provided the complainant \$100,000.00 life insurance coverage at the standard rate.

(2) Ground: Physical Disability

A gentleman was quoted a standard rate for automobile insurance. When the agent discovered he had a physical disability and would be driving a hand controlled car, the rate was increased considerably. The gentleman refused the policy, went elsewhere to purchase his insurance and filed a complaint with the Commission. In settlement, the company agreed to comply with The Newfoundland Human Rights Code and to refund the amount the complainant paid for insurance above their first quote to him.

(3) Ground: Ethnic Origin

A teacher filed a complaint with the Human Rights Commission after a post-secondary educational institution adopted a policy which he thought discriminated on the basis of ethnic origin. The policy required all students from countries other than Canada whose mothertongue is not English, including those who have completed secondary school in Canada, to provide proof of proficiency in English as demonstrated by the Test of English as a Foreign Language (TOEFL) or the Michigan Test. In settlement, the respondent changed its policy to comply with The Newfoundland Human Rights Code.

EXAMPLES OF DISMISSED COMPLAINTS

Area of Employment

(1) Ground: Race

A gentleman, whose management position was made redundant as a result of internal reorganization to improve the effectiveness of the institution, brought a complaint to the Commission alleging discrimination on the basis of race when the only position available to him was at a reduction in pay. The investigation showed that the institution had experienced serious administration problems and had followed the advice of a consulting firm in restructuring its organization. While this restructuring did result in a pay reduction for the complainant, there was no evidence to indicate that race was a factor. The complaint was dismissed by the Commission.

(2) Ground: Physical Disability

A lady brought a complaint to the Commission alleging discrimination on the basis of physical disability when she was unsuccessful in being rehired with a company after she terminated her employment in 1979 on the advice of her doctor. The investigation showed that the lady was not rehired because of a serious absenteeism problem.

(3) Ground: Sex

A complaint, alleging discrimination in employment on the basis of sex, was received from a lady seeking employment as an ambulance attendant. She maintained that she had been promised this position, but she was never called to work. She believed that she was not hired because it was felt that she would not be able to lift a loaded stretcher. Upon investigation, it was determined that the employer only hired people who resided within a certain geographic distance from the ambulance station in order to respond promptly to calls. Since the complainant resided outside of that range, she was not considered a suitable candidate for employment. This complaint was held to be without foundation.

Area of Fair Accommodations

(1) Ground: Social Origin

A complaint alleging discrimination in the provision of accommodation on the basis of social origin was received from a recipient of Social Assistance. She maintained that, because she was in receipt of Social Assistance, her monthly rental was higher than the advertised rate. The investigation revealed that the rate advertised was the rate being charged when the leasee signed a one-year lease. The complainant had signed a lease to rent on a month-to-month basis. In situations where leases are signed for less than one year, a somewhat higher rate is charged to offset the need for more frequent advertising, cleaning, maintenance, etc. Had the complainant signed, at any time, a yearly lease, she would be offered the advertised annual rental rate. This complaint was dismissed.

EXAMPLES OF ONGOING COMPLAINTS

Area of Services

(1) Ground: Sex and Marital Status

A young gentleman complained to the Human Rights Commission when he was told that he would have to pay \$375.00 more for automobile insurance than a female his age, and \$327.00 more than a married male his age. The defense of two insurance companies named in the complaint is that sex and marital status are bona fide factors in risk determination. Section 7 of The Newfoundland Human Rights Code permits a limitation, preference or denial when based upon a bona fide qualification only in the areas of mental and physical disability.

(2) Ground: Sex and Marital Status

After marriage, the complainant informed her insurance company that she had changed her name whereby the agent requested the name of her husband. When the lady refused she was told that her policy would be cancelled if she did not give the information, as requested. A few days later she received notification that she was not insured for any section of the policy that relates to any other driver, to be effective retroactively.

(3) Ground: Physical Disability

A lady who is deaf complained to the Human Rights Commission when she was denied full-interpreting services when writing examinations for membership into a professional association. Membership in the association is essential in order for her to obtain employment in the area in which she was trained. This complaint has been recommended for a Board of Inquiry.

(4) Ground: Physical Disability

A complaint was received from an individual alleging discrimination in the provision of a service because of a physical disability. The complainant, who is legally blind, is prevented from applying for a big game hunting license because he cannot undertake the hunter capability (shooting) test. He is seeking the right to apply and qualify for a license and then designate another person, who has passed said test, to hunt on his behalf. This, he maintains, would only require a minor modification of the present "party" license concept. He does not seek the right to carry or use a firearm, nor does he seek special preference in any license "draw". He seeks only the right to be considered eligible for such "draw". The respondent feels that it is unable to accommodate either the complainant or any similarly disabled individual who is unable to successfully undertake the requisite hunter capability test. Because the Commission has not been successful in its efforts to negotiate a satisfactory settlement, it has been recommended that the Minister of Justice establish a public Board of Inquiry to address the issue.

Area of Employment

(a) Ground: Sex

A lady complained to the Human Rights Commission of sex discrimination after being unsuccessful a second time in efforts to obtain employment in the parts department of a local garage. The investigation showed the complainant to be well qualified in comparison with other applicants. The head of the division, responsible for the hiring, was of the opinion that the job was more suitable to a male because there was a possibility of having to lift heavy parts. This complaint is presently being conciliated.

(2) Ground: Religion

A gentleman complained to the Human Rights Commission when he was refused a teaching job because he was not practicing the religion in which he was baptised. He alleges that he was also told he would not be eligible for teacher certification without a reference from a pastor or priest and thereby barred from employment in Newfoundland within any or all school boards. The Newfoundland Human Rights Code states that no provision "shall prejudicially affect any right or privilege with respect to denominational schools". This complaint is presently being reviewed by our solicitor to determine if the Commission has jurisdiction to investigate under the Code.

BOARDS OF INQUIRY

Following are the Boards of Inquiry which were appointed in 1987:

1. Charles Warford vs. Carbonear General Hospital

Ad Hoc Commissioner: Edward Noonan

Mr. Warford filed a complaint with the Commission when he was suspended from work for refusing to sell tickets for a social at which alcohol would be served. Mr. Warford, who is of the Pentecostal faith, says it is against his religion to contribute in any way to the consumption of alcohol. The Board of Inquiry concluded its hearing in August 1987 and the decision is pending.

2. Janet Sacrey and June Norman vs. The United Food and Commercial Workers Union

Ad Hoc Commissioner: Barrie Heywood

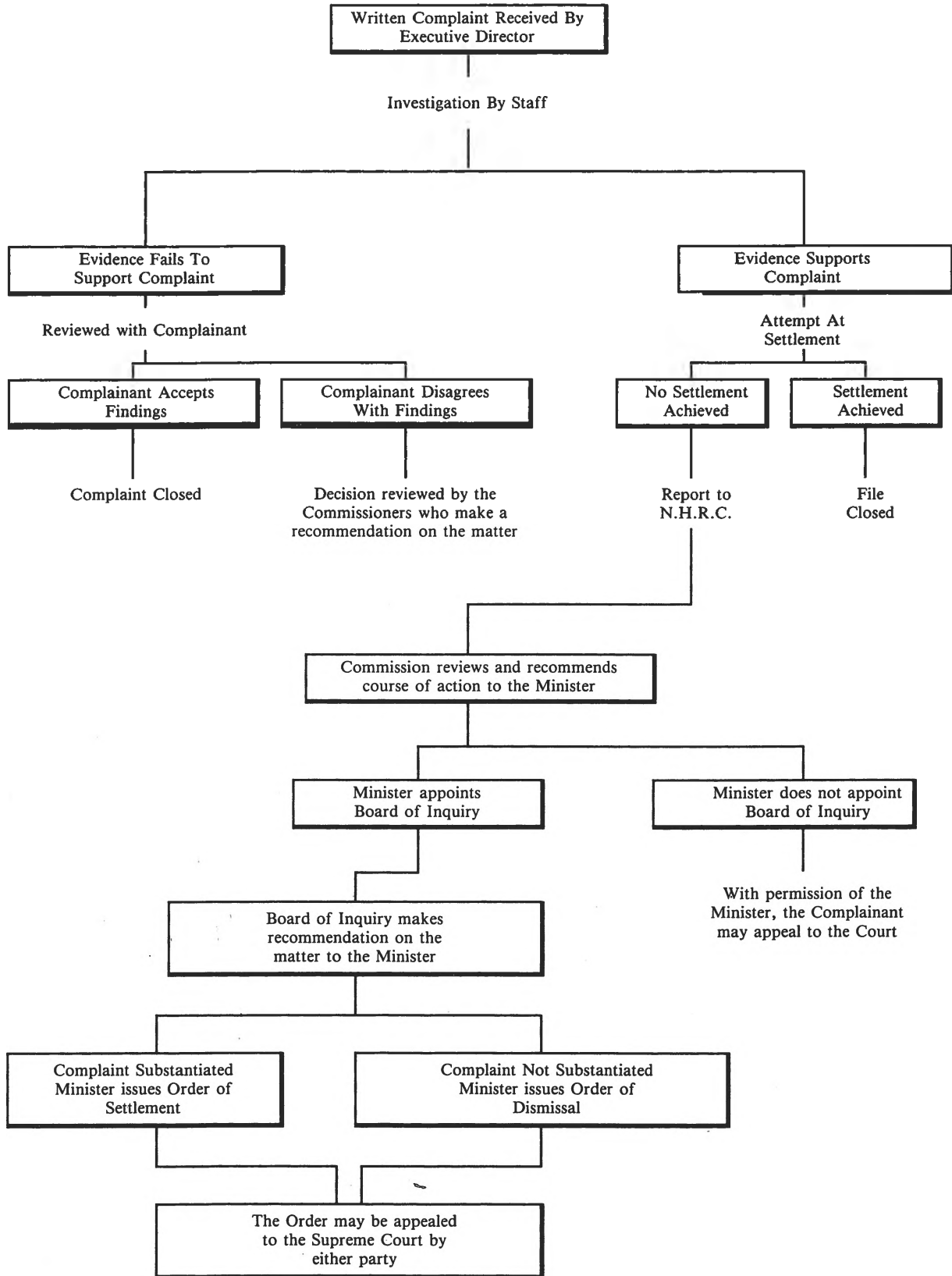
Sacrey and Norman, who hold full-time fishing licenses, filed complaints with the Human Rights Commission when the local plant refused to buy caplin from them because their names were not on a *bona fide* list as provided to the plant by the local Fishermen's Committee. Young males, who did not hold fishing licenses, were able to get their names on the list. The hearing concluded in December and the decision is pending.

3. Douglas Pendergast, James Battcock and Vincent Stapleton vs. Her Majesty The Queen In Right Of Newfoundland (Department of Justice)

Ad Hoc Commissioner: Keith Mercer

Pendergast, Battcock and Stapleton complained to the Human Rights Commission when they were required to retire as provided for under The Uniform Services Pensions Act. A date has not yet been set for the hearing.

THE COMPLAINT PROCEDURE



NEWFOUNDLAND HUMAN RIGHTS COMMISSION

Complaint Form

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File No.

To: Gladys Vivian
Executive Director, Human Rights Commission
Box 4750, St. John's A1C 5T7

I, _____ of _____
Complainant Street

City Province Postal Code Telephone No.

HAVE REASONABLE GROUNDS FOR BELIEVING THAT

Respondent Company Telephone No.

of _____
Street City Province Postal Code

IS ENGAGING OR HAS ENGAGED IN A DISCRIMINATORY PRACTICE ON OR ABOUT

_____ ON THE GROUND(S) OF _____
Date _____

IN CONTRAVENTION OF THE NEWFOUNDLAND HUMAN RIGHTS CODE.

The particulars are as follows: _____

Dated at _____ this _____ day of _____, 19____
City

COMPLAINANT'S SIGNATURE

WITNESSED BY:

If applicable, read to Complainant by _____

this _____ day of _____, 19____

**CASES INVESTIGATED UNDER
THE NEWFOUNDLAND HUMAN RIGHTS CODE — 1987**

	Brought Forward 1986	New Cases 1987	Settled	Withdrawn or Dismissed	Referred to Canadian Commission or other	Recommended for Board of Inquiry	Undisposed
SECTION 7							
— Race							
— Religion							
— Religious Creed							
— Sex		2					2
— Marital Status		3					3
— Physical Disability	3	5	1	1		3	3
— Mental Disability		1					1
— Political Opinion							
— Color or Ethnic	1		1				
— National or Social Origin							
SECTION 8							
— Race							
— Religion							
— Religious Creed							
— Sex							
— Marital Status		1		1			
— Physical Disability							
— Mental Disability							
— Political Opinion							
— Color or Ethnic							
— National or Social Origin		1		1			
SECTION 9							
— Race		1		1			
— Religion							
— Religious Creed	1	4		1	1	1	2
— Sex	3	13	6	4		2	4
— Marital Status		3	2		1		
— Physical Disability		7	1	3	2		1
— Mental Disability							
— Political Opinion	2	1		3			
— Color or Ethnic							
— National or Social Origin							
— Age	2	4		2		3	1

SECTION 9(4)
Discriminatory Applications

SECTION 10
Discrimination in Pay

SECTION 10.1
Harassment
— Sex

SECTION 10.2
Sexual Harassment

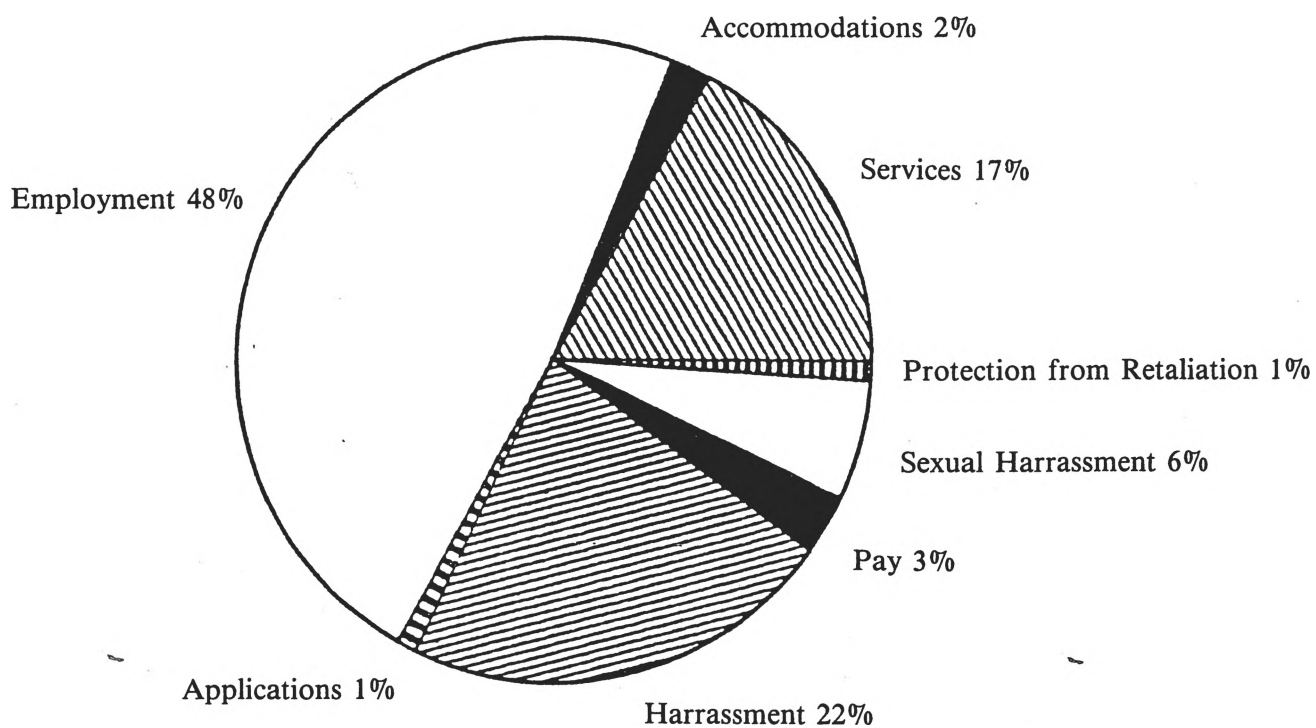
SECTION 12
Protection from Retaliation

TOTALS

Brought Forward 1986	New Cases 1987	Settled	Withdrawn or Dismissed	Referred to Canadian Commission or other	Recommended for Board of Inquiry	Undisposed
	1	1				
	3		2			1
	19	18	1			
	5	1	2			2
	1					1
12	75	31	22	4	9	21

TOTAL CASES 1987
(Including Transfers From 1986)

	Total Under Section	Percentage of Total Complaints
Section 7 (Services)	15	17%
Section 8 (Accommodations)	2	2%
Section 9 (Employment)	41	48%
Section 9(4) (Employment Applications)	1	1%
Section 10 (Pay)	3	3%
Section 10.1 (Harassment - Employment)	19	22%
Section 10.2 (Sexual Harassment)	5	6%
Section 12 (Protection from Retaliation)	1	1%
	87	100%



ACTIVITIES FOR DECEMBER 10, 1987 INTERNATIONAL HUMAN RIGHTS DAY

The Newfoundland Human Rights Commission met in St. John's on December 10 to mark the 39th anniversary of the signing of the Universal Declaration of Human Rights. The adoption of the Universal Declaration of Human Rights by the United Nations in 1948 represented the response of an aroused world public opinion to human rights violations which occurred immediately before and after the Second World War. The Universal Declaration sets out a standard of achievement that ratifying countries will strive to obtain for all people and all nations.

The Commission, at the December 10 meeting, issued two press releases. One noted that the Commission will be offering an award program to recognize Newfoundlanders who make outstanding contributions to the understanding and acceptance of human rights in the province. The first award will be presented on December 10, 1988, the 40th anniversary of the signing of The Universal Declaration of Human Rights.

The second press release noted that the Commission has adopted an official logo which appears on all letterheads of the Commission and is also available in pin form for distribution to the general public.



**Lighthouse and Beacon reminds us of our heritage
and symbolizes the Commission's role.**

The Commission published in newspapers throughout the province a copy of the Proclamation issued by the Honourable A. Brian Peckford, Premier of Newfoundland, declaring December 10, 1987, Human Rights Day. In the Proclamation, the Premier urged all citizens to promote the observance of human rights as a shared responsibility and to reaffirm commitment to eliminate discrimination in all its forms.

Cable television stations carried, on their public service news bulletin, messages noting the 39th anniversary of the signing of the Universal Declaration of Human Rights and highlighted the protections offered by The Newfoundland Human Rights Code.

Letters were sent to all newspapers in the province encouraging them to promote an awareness of human rights by carrying a message noting the provisions of the Human Rights Code and the paper's commitment to comply by refusing discriminatory advertising.

The provincial government, at the request of the Commission, printed a message noting December 10 on the pay cheques of all public service employees. In addition, all outgoing mail from provincial government departments carried the logo of the Universal Declaration of Human Rights and noted that December 10 is International Human Rights Day.

The Commission urges all schools and agencies in the province to note the significance of December 10, 1988, the 40th anniversary of the signing of the Universal Declaration of Human Rights, and encourages them to plan some special activity in celebration.

List of Publications Distributed By The Commission

1. Office consolidated copies of The Newfoundland Human Rights Code
2. Human Rights: A Guideline for Employers and Job Applicants
3. The Newfoundland Human Rights Code — Questions and Answers
4. Sexual Harassment in the Workplace
5. Poster — “No one should be left out — Human Rights”
6. The Charter and You: The Canadian Charter of Rights and Freedoms, VHS tape along with booklets available on loan. Produced by: Confederation College. Time: 59 minutes.
7. 1986 Annual Report (The Newfoundland Human Rights Commission)
8. Lapel pins of the logo of The Newfoundland Human Rights Commission



STAFF

EXECUTIVE DIRECTOR

Gladys Vivian

HUMAN RIGHTS OFFICERS

Keith Garland

Joanne Payne-Philpott

SECRETARY

Colleen Cooke

Office of the Human Rights Commission
6th Floor
345 Duckworth Street
St. John's, Newfoundland

Telephone: (709) 576-2709
(709) 576-5812
Toll Free: 1-800-563-5808

NOTES

This image shows a single sheet of white paper with horizontal blue or grey ruling lines. The lines are evenly spaced and run across the width of the page. There are two punch holes at the top edge, suggesting it was part of a binder. The paper appears slightly aged or off-white.