

**SUMMARY OF THE MAJOR CASES INVESTIGATED BY THE NEWFOUNDLAND-LABRADOR
HUMAN RIGHTS ASSOCIATION FROM APRIL 1, 1976 TO MARCH 31, 1977**

- C 1. Person having legal claim against business for alledged damaged incurred on the commercial property (Legal)
- C 2. Person claiming unfair dismissal for not following store owner's policies (Labour)
- C 3. Person claiming discrimination by Provincial Department of Social Assistance (Service)
- C 4. Person alledging unfair treatment because of disciplinary action taken by Employer (Labour)
- C 5. Person alledging unfair treatment by Unemployment Insurance Commission on penalty being assessed (Labour)
- C 6. Person claiming unfair termination of employment because of personel background and childhood (Labour)
- C 7. Person claiming unfair treatment by hospital (Service)
- C 8. Person barred from Lounge for no apparent reason (Service)
- C 9. Person claiming unfair treatment by the Department of Social Services (Service)
- C 10. Person claiming discrimination by local news media (Service)
- C 11. Person claiming discrimination by landlord (Housing)
- C 12. Person alledging unfair treatment by the Courts and legal counsel (Legal)
- C 13. Person claiming that he was not paid proper rate of pay (Labour)
- C 14. Person claiming unfair treatment by Provincial Department of Highways (Service)
- C 15. Person claiming that he was not paid in accordance with Federal Government "Make Work Program" (Labour)
- C 16. Person alledged being paid less in Nfld. than in Halifax for doing the same work for the same employer. (Labour)

- C 17. Person having problem getting money that was owed on sale.
(Legal)
- C 18. Person barred from Lounge for not following regulations outlined
by owner. (Service)
- C 19. Person being terminated for alledged misconduct (Labour)
- C 20. Person alledging discriminatory retirement by Employer (Labour)
- C 21. Person alledging discrimination by Union (Labour)
- C 22. Person alledging unfair treatment by Loan Company (Service)
- C 23. Person alledging discrimination by town Council (Service)
- C 24. Person alledging discriminatory treatment by contractor when
making road repairs (Service)
- C 25. Person being required to specify religion on teaching certificate
application (Labour)
- C 26. Person being discriminated against in having licensed boarding
home (Housing)

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**SUMMARY OF THE MAJOR CASES INVESTIGATED BY THE NEWFOUNDLAND-
LABRADOR HUMAN RIGHTS ASSOCIATION FROM April 1, 1977 to
March 31, 1978**

- C. 1 Person claiming damages against a commercial establishment. After investigation it was learned that the person did not have a case (Legal).
- C. 2 Patient confined to hospital against his will. After investigation it was determined that there was nothing we could do directly for the patient however, we are taking steps to have the legislation reviewed. (Legal)
- C. 3 Person claiming wage discrimination by project co-ordinators of a Federal Government grant. After investigation it was determined that the scope of the grant was such that different rates of pay could be paid for different categories of employees. As a result, there was nothing we could do. (Labour)
- C. 4 Person claiming unfair treatment by Motor Registration. Upon investigation it was learned that there was only a misunderstanding between the parties. (Service)
- C. 5 Person claiming possible fraud by Mortgage Company. The case was referred to the Provincial Department of Consumer Affairs. After a formal investigation we learned that there was a misunderstanding by the person and there was no action required. (Housing)
- C. 6 Person claiming unfair termination by a School Board because of religious beliefs. After investigation we decided there was nothing we could do as the Newfoundland Human Rights Code permits the termination of an employee for religious beliefs. This case has now been referred to the person's lawyer for possible legal action. (Labour)
- C. 7 Person claiming unfair treatment by Town Council. Upon investigation we found that there was no agreement between the Council and the person to recover the cost of land development. As a result this person was not discriminated against and no action required. (Service)
- C. 8 Person claiming discrimination by being refused employment because she was married. Upon investigation we found that the employer was not covered by the Human Rights Code. After several strongly worded letters the person was given a position and the company's policy was changed. (Labour)
- C. 9 Person claiming discrimination by former Employers when references were being requested. Upon investigation we determined that there was no discrimination, in fact, in one case no references had been requested. (Labour)

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- C. 10 Person claiming discrimination by Town Council when she was refused a permit to open a retail outlet, while other people in the same area could obtain a permit. Upon investigation it was found that the zoning regulations where this person wanted to put a retail outlet was a residential area, while the others were not. There was no discrimination. (Service)
- C. 11 Person claiming discrimination because she was unable to get funds for tuition at Memorial University. Upon investigation it was learned that there was sufficient income in the family to place her above Social Assistance Levels and there was no discrimination. (Service).
- C. 12 Person claiming harrassment by the R.C.M.P. We started to investigate the situation and the person refused to supply additional information. (Service)
- C. 13 Person claimed he was owed money by Oil Company and the Oil Company took legal action against him for money he supposedly owed them. After investigating the case we suggested that the person contact legal counsel and legal aid if necessary. (Service)
- C. 14 Person claiming unfair termination from employer and union refused to offer assistance. We are investigating this case, however, all time limits of a grievance have elapsed, dispute this we will attempt to obtain details from the union and the employer. (Labour)
- C. 15 Person claiming that the laws are discriminatory. While a contractor was building a house, he went bankrupt. Contractor's creditors came after the person having the house built for debts incurred by the contractor. All was legal and there was nothing we could do. (Legal).
- C. 16 Person claiming mistreatment while in the penitentiary. Upon investigation it was learned there was a misunderstanding between the prisoner and the officials. After action by the Association the prisoners conditions improved. (Service)
- C. 17 Person claiming unfair treatment by the Social Services with building funds. Upon investigation it was learned that there was no unfair treatment. (Service)
- C. 18 Person claiming discrimination by Club owner who was supposedly forcing those who played darts in his club to play for beer. Upon investigation it was learned that the Dart League set the prize for the Dart Game, and not the owner of the Club. (Service)

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- C. 19 Person claiming unfair treatment by U.I.C. who had refused his claim. After investigating the case it was learned that there had been a valid reason for not paying the full benefits, as the person had been terminated for just cause. (Labour)
- C. 20 Person claiming unfair treatment by U.I.C. because person had been attending Vocational School. The case is now before the Federal Empire. (Service)
- C. 21 Person claimed discrimination by R.C.M.P. and insurance company, as a result of an accident caused by an R.C.M.P. Officer. This case was referred to a lawyer and with the assistance of Legal Aid is now being processed. (Service)
- C. 22 Person terminated for political views, the case was reviewed and referred back to the internal operation of the union and the employer. (Labour)
- C. 23 Person claiming that his neighbour was damaging his property. He was referred to the local council for corrective action. (Service)
- C. 24 Person claimed unfair termination. Upon investigation all monies owing to employee were paid, U.I.C. arrangements were corrected. Person could not be reinstated as the employer went out of business shortly after person was terminated. (Labour)
- C. 25 Person had insurance policy cancelled for no apparent reason. This case is still being investigated. (Service)

Summary of the major cases investigated by the Newfoundland-Labrador Human Rights Association since our last Annual General Meeting for the AGM June 2, 1976

1. Person left her employment and was owed three (3) days pay. (Labour)
2. Husband sold property without permission of the wife. (Marital)
3. A once convicted person applying for a position and being refused. (Labour)
4. Person having problems being paid for overtime for his work; his union would not assist him. (Labour)
5. Person who was on welfare and was caught sheltering a person in trouble with the police. (Legal)
6. Person having problem with CMHC over rental payments. (Housing)
7. Person being discriminated against because he spoke out publically against his employer. (Labour)
8. Person injured on the job, but not being paid for compensation and not covered by insurance. (Labour)
9. Person being discriminated against by Employer because he was terminated from a previous position with a different employer. (Labour)
10. Person being wrongly accused of theft. (Reprisals)
11. Person claiming child abuse. (Reprisal)
12. Person terminated because he planned to improve his education. (Labour)
13. Person picked up for impaired driving and had his license suspended. (Reprisals)
14. Citizens of community complaining about lack of water supply other members received water from the council area. (Reprisals)
15. Person made purchase but the goods were never delivered. (Reprisals)

16. Persons evicted from home because because owner wanted to sell. (Housing)
17. Person failing behind in mortgage payments because of her lawyer and Social Services. (Housing)
18. Person having problems getting repairs made to house she is renting. (Housing)
19. Person having problems getting Government grant while other persons appear to have no problem.. (Reprisals)
20. Person terminated by Employer because they claimed he could not do the work. (Labour)
21. Person having problem obtaining an apartment from St. John's Housing Authority. (Housing)
22. Person being barred from entering local night club because he was in a wheel chair. (Reprisals)
23. Person not being treated fairly by his lawyer and insurance company. (Reprisals)
24. Person evicted from his apartment for no apparent reason. (Housing)
25. Person being abused and harrassed by local RCMP. (Reprisals)
26. Person not being permitted to maintain driveway of his property without harrassment from neighbours. (Reprisal)
27. Person could get parole because of delays in the courts. (kg-1)
28. Person being forced to pay part of his salary to his boss. (Labour)
29. Person being discriminated by Insurance Company because she was a woman. (sex)
30. Person was himiliated by employer in front of customers. (Labour)
31. Person was prohibited from getting employment from a contractor by the contracting company. (Labour)
32. Persons being discriminated by a member of Medical Profession. (Service)
33. Person being discriminated against because she wasn't the same religion of her potential employer. (Labour)

34. Person was not given the proper treatment when he purchased a car from a local dealer. (Service)
35. Person discriminated against by her Employer and her union would not assist her. (Labour)
36. Person dissatisfied with the treatment received from the Human Rights Commission. (Legal)
37. Person discriminated against by local utility company. (Service)
38. Person being discriminated against by her co-worker and supervisor. (Labour)
39. Person being discriminated against by not being given a position because he spoke out against the company working for his employer. (Labour)
40. Person being unfairly treated by Social Services. ?
41. Person not being permitted to visit a patient in the hospital because he was once a patient a himself. ?
42. Persons of another nationality not being permitted to enter local bars. ?
43. Person having problems getting paroled. (Legal)
44. Person not entitled to unemployment benefits because he had worked for a relative. (income)
45. Person being forced to sell his house because of the pressures from local Bank Manager. (Property)
46. Person is a landlord who wanted to evict a female tenant because she had male visitors. (Property) & sex
47. Person had her son charged in family court and needed assistance. (Legal)
48. Person could not get in old age home. (age)
49. Person held by security guards and questioned by police and charged with arson because he was in possession of drugs. (Legal)
50. Person was hit by passing car and could not get settlement because she was blind. (hand.)
51. Person could not get travelling assistance from Social Service when he had a job. ? (hand.)
52. Person being harrassed by police because he had been

previously arrested. (2)

53. Person being discriminated in salary implementation. (employ.) (active)
54. Person dissatisfied with treatment from the Provincial Ombudsman. ?
55. Person not being permitted to have an apartment from St. John's Housing Authority because she was not on Social Assistance. (incap)
56. Person terminated by Employer without notice or payment in lieu of notice or of money owed. (employ.)
57. Person claiming presence of CIA and FBI representatives on Memorial University Campus. ? (property interest)
58. Person on Social Assistance not getting satisfaction with regard to her housing accommodations. (legul)
59. Person in local prison not being permitted to get proper food. (legul)
60. Person injured as a result of a fall in front of Commercial Property; courts denied him a settlement. (result)
- 6I. Person terminated by Employer for not following procedures and the union would not assist him. (employ)

Summary of Major Cases Investigated by the Newfoundland-Labrador
Human Rights Association from April 1978 to September 1979

- C1 Person claiming unfair treatment by the Mental Health Review Board. Through our efforts the structure of the Mental Health Review Board was reviewed by Government. Also persons going before the Review Board are better informed of their rights and provided with legal counsel before the Board. *reprisal*
- employ*
C2 Person claiming unfair termination by the Employer. After reviewing this case, it was learned that the union didn't present any case on behalf of the employee. After reviewing the case, it was felt that there was no discrimination and nothing could be done by the Association.
- incom*
C3 Person claiming unfair treatment by the Royal Canadian Mounted Police because the person was on welfare. After investigating the case, we suggested that the person hire legal counsel. Arrangements were made with legal aide for representation. There was legal action initiated, the case is now before the courts.
- employ*
C4 Person claiming unfair termination by her Employer. Upon investigating the case and our interpretation of the Human Rights Code, the person had a legitimate case to take action against the Employer. The person didn't accept our recommendation and let the case drop.
- hard*
C5 Person claiming unfair confinement in the Waterford. We obtained information from the person and made arrangements for a review before the Mental Health Review Board. Review was subsequently held and no change made.
- service*
C6 Person claiming unfair treatment by Insurance Company. After considerable investigation, it was determined that the person had no case against the Insurance Company.
- employ*
C7 Person claiming unfair termination by Employer. Through our efforts, a commitment was given to rehire the employee.
- legal*
C8 Person claiming discrimination by the courts. After our representation, the person had the order to repay funds dropped so there was no discrimination.
- service*
C9 Person Claiming unfair treatment by Retail Outlet after purchasing kitchen set. Through our efforts, person was able to have merchandise replaced.
- employ*
C10 Persons claiming Employer's policy about conditions of employment were unfair. Upon investigation, there was no discrimination or anything we could do.

legal C11 Person claiming unfair treatment by Immigration Department. Through our efforts, person was given assistance by legal aide and an appeal was filed in the Supreme Court. Person was allowed to remain in country. *leg*

legal C12 Person claiming harrassment by neighbours, advised what legal action could and should be taken.

law C13 Person claiming unfair treatment by Housing Corporation. Through our efforts, persons receiving an apartment.

service C14 Person claiming discrimination by Hotel, upon investigating there was no discrimination by the hotel.

*social
apptg* C15 Person claims salary discrimination by the Federal Government. Upon investigation, we found that there was no discrimination, there was nothing we could do. Representation was made to the Federal Government and the Federation.

1 C16 Person claiming unfair treatment by Canada Pension. Issue was resolved and the person was satisfied with our action.

NA C17 Person claiming unfair treatment by Social Assistance. Upon investigation, that person received the full benefits of the Social Assistance Program.

NA C18 Action taken by the Association on the situation with rapists in the St. John's area.

employ C19 Person claiming that he was forced to resign or be fired. Upon investigation, we found that the person was better to resign and the employer was supplying good reference.

*housing
repairs* C20 Person claiming unfair treatment by welfare in getting house repairs. Some repairs were finally paid.

religion C21 Person claiming termination because of religious beliefs. Upon investigation, we found that there was unfair termination but there was no violation of the Human Rights Code.

legal C22 Person claiming that he was not properly represented by lawyer. Advised of the right of appeal and also directed person to MacDonald Royal Commission to make a presentation on RCMP action.

employ C23 Person claiming unfair treatment by Employer. Hired at one rate and then paid a lower rate. Through our efforts, person was reinstated.

service C24 Person claiming unfair treatment by local garage in handling car repairs. Representation was made to the Consumers Association in Ottawa and the Rusting Fords in Montreal.

law C25 Person unable to get apartment from Housing Corporation.

spread C26 Person claiming unfair treatment by doctors, thirteen years

C26 (continued)

ago. This case was referred to us by the Human Rights Commission. There was nothing we could do.

relig
C27 Person claiming could get job because of religion. No basis for charges.

? C28 Person claiming unfair treatment in Retirement - pending.

employ
C29 Person claiming promised job but didn't get it. After reviewing the case, there was no commitment given by the Employer.

? C30 Person claiming unfair treatment by school - pending.

employ
C31 Person promised job but later got injured and did not get position - pending.

sex
C32 Person applied for position and denied because female. Referred to commission.

employ
C33 Person laid off because relative working for same employer - pending.

? C34 Person claiming unfair prices, nothing we could do only request Consumer and Corporate Affairs to keep a close watch on scales and other measuring devices.