



Did You Know?

DISCRIMINATION

Did you know that Discrimination is illegal?

A) Alberta Human Rights Legislation and Commission defines prejudice and discrimination as:

An unjust practice or behaviour, whether intentional or not, based on race, religious beliefs, colour, gender, physical and/or mental disability, marital status, family status, source of income, age, ancestry, place of origin or sexual orientation and which has a negative affect on any individual or group.

B) Section 5 of the Canadian Human Rights Act provides a broad definition of what constitutes discrimination in the provision of goods and services. It states as follows:

It is a discriminatory practice in the provision of goods, services, facilities or accommodations customarily available to the general public

- a) to deny, or to deny access to, any such good, service, facility or accommodation to any individual, or
- b) to differentiate adversely in relation to any individual, on a prohibited ground of discrimination.

The prohibited grounds of discrimination are enumerated under section 3 as follows:

Race, national or ethnic origin, colour, religion, age, sex, sexual orientation, marital status, family status, disability and conviction for which a pardon has been granted.

If you are a victim of discrimination as it pertains to the Alberta Human Rights Act or the Canadian Human Rights Act, contact a Union Steward and/or a Membership Services Officer (MSO).

Compliments of
your Human Rights
Committee

