

# MHR *Connections*

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THE MANITOBA  
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LA COMMISSION DES  
DROITS DE LA PERSONNE  
DU MANITOBA

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## 2002 Youth Conference Planning Underway



*There was standing room only during the opening of last year's Human Rights Youth Conference at the Manitoba Cultural Centre.*

Once again, students from across the province have been invited to attend a Human Rights Youth Conference on December 6, 2002. This one-day conference will celebrate International Human Rights Day and feature workshops on human rights topics relating to young people.

Conference organizer Cheryl Dumont is balancing her work as a human rights officer with the task of organizing the conference.

"We've written to all the high schools (levels S1-S4) in the province and informed them of the conference. We have also encouraged those wishing to attend to get the students involved by entering a video contest."

Last year École Communautaire Aurèle Lemoine won for best video and received a \$1000.00 gift certificate from Advance Electronics. The deadline for entry this year is October 18 and submissions must be received by November 15, 2002.

Ten schools have already registered and space is limited. Schools will be registered on a first come, first serve basis.

Getting the students involved is the easy part, says Dumont. The hard part is getting the funding to make it all happen. Last year the Commission had the generous support of many sponsors. Some of the same sponsors have agreed to take part again this year. For example, the Manitoba Metis Federation is generously sponsoring the lunch and lifestyle breaks for the 2002 conference.

For more information on the conference, call Cheryl Dumont at 945-3021 or Beatrice Watson at 945-7653.

### The Rights Connection

#### Optional Retirement

By Janet Baldwin

Chairperson

With our Prime Minister having recently announced that he will not be seeking another term, and the ageist commentary surrounding this event, it is perhaps timely to look at the issue of equality of opportunity in employment beyond what might be a typical retirement age.

Not everyone realizes that in Manitoba it is generally contrary to The Human Rights Code to require someone to retire when they reach a given age. This may be because in some provinces, this is not the case. For example, in Ontario, the protection from age discrimination in employment is limited to ages 18 to 65.

One exception in Manitoba permits mandatory retirement of university faculty members at age 65. The Manitoba Human Rights Code is paramount over other provincial legislation, unless a specific statute expressly provides otherwise. Amendments to legislation governing universities did so provide, and allow Manitoba universities to negotiate mandatory retirement in their collective agreements. The Commission, therefore, has no jurisdiction in this context, although it certainly does not condone age discrimination.

Apart from this example, in order to implement mandatory retirement in employment that falls under the jurisdiction of The Code, an employer would have to establish that this discrimination on the basis of age is reasonable in the circumstances.

Attitudes that perpetuate discrimination against older persons in Manitoba persist throughout our society. Apart from employment, these ageist attitudes are also of particular concern in the area of services, such as health care. Older persons in our province cannot enjoy equality of opportunity as long as ageist stereotypes continue to compromise the recognition of the worth and dignity of every member of the human family.

## 9-11 Remembered at the International Peace Garden

One year after the tragic events of September 11, 2001, many were looking for a way to highlight the need for peace while paying tribute to those who perished. A commemorative event at the International Peace Garden fulfilled that need. Leaders from both the State of North Dakota and the Province of



*A wreath from the International Association of Fire Fighters was placed near the beams and girders from the World Trade Centre.*

Manitoba attended and elementary school choirs from both sides of the border sang their national anthem. They were joined by hundreds of people.

Manitoba Human Rights Officer Sue Hemphill attended the ceremony.

"I know people commemorated that day all over the world, in many different ways. It was good to see Manitobans and North Dakotans stand under a beautiful blue prairie sky with a common desire for peace," she said.

The names of the victims from Manitoba and North Dakota were read. Premier Gary Doer unveiled a 9-11 Memorial Plaque, which will be placed on a cairn made of beams and girders from the World Trade Centre. This memorial will become a permanent fixture at the Peace Garden.

Also attending were The Honourable Jack Dalrymple, the Lieutenant Governor of North Dakota, Mr. Eugene Tadie, Consul from the United States Consulate in Winnipeg and The Honourable Dr. Rey Pagtakhan, Canada's Minister of Veterans Affairs.

## Reserve Your Space Now Employment Seminar Scheduled for October 30, 2002

This all day, interactive seminar addresses many employment issues including:

- Discrimination - What is discrimination?
- Reasonable Accommodation - Understanding and complying with the new rules and responsibilities
- Harassment - Understanding what harassment is and the whys and hows of preventing it in the workplace
- Pre-employment Inquiries - What can you ask and what should you avoid?
- The Complaint Process - How the Commission processes complaints

The Employment Seminar provides those attending with the most up-to-date information on human rights in employment. Print material is available. The \$75 fee is for cost recovery purposes only and includes two lifestyle breaks and lunch.

Time: Wednesday October 30, 2002

Place: Norwood Hotel, 112 Marion Street

Time: 8:30 AM - 4:00 PM

For more information, please call 945-5815 or Toll Free 1-888-884-8681

## Brandon Folk Festival Dedicated to Human Rights

This summer's 8<sup>th</sup> annual Brandon Folk, Music and Art Festival on July 27 and 28 was dedicated to Human Rights. The community fair hosted groups that work in many aspects of Human Rights including the rights of workers and students, the rights of women and families, and the quest for rights of the people in developing countries.



*Manitoba human rights officer Sue Hemphill was there handing out information and responding to questions.*



*Ruth Moody, of the folk singing trio, The Wailin' Jennies, dropped by the Manitoba Human Rights Information Booth.*

### Employment Opportunity

Human Rights Officer, HO2  
.7 - One Year TERM position

Manitoba Justice, Human Rights Commission  
Winnipeg, Manitoba

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Manitoba Justice, Human Resource  
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For more information check out Employment  
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