



## **Fact Sheet: Discrimination and Condominium Housing**

**The Human Rights Code prohibits discrimination in condominium housing.** This means that a condominium corporation, property manager or agent cannot discriminate in the sale or occupancy of condominium housing based on protected characteristics, such as ancestry.

- Protected characteristics include ancestry, national origin, ethnic background, religion, age, sex (including sex-determined characteristics, such as pregnancy), sexual orientation, gender identity, marital or family status, source of income, political belief, physical or mental disability and social disadvantage.
- Discrimination includes failing to reasonably accommodate special needs that are based on protected characteristics, such as disability.
- Harassment based on a protected characteristic, such as sex, is also prohibited.
- Discrimination in advertisements is prohibited, including signs or ads about condominium units for sale.

A condominium corporation may be in violation of *The Human Rights Code* even when it has met all requirements of *The Condominium Act*. For more information, please refer to the Manitoba Human Rights Commission Guidelines on rental housing "You Can Support Human Rights in Condominium Housing: Your rights; Your obligations".

### **Know your Code!**

*The Code* is the provincial human rights law that protects individuals and groups in Manitoba from discrimination. It is administered by the Manitoba Human Rights Commission, and sets out a process for filing a human rights complaint. There is no charge for filing a human rights complaint or for seeking information about a human rights concern. *The Code* has special status over all other laws of the Province of Manitoba.

This information is a simplified description of provisions under *The Human Rights Code*. For more information, please consult *The Code*, or contact the Manitoba Human Rights Commission.



## **Fact Sheet: Discrimination and Rental Housing**

**The Human Rights Code prohibits discrimination in rental housing.** This means that a landlord, property manager or agent cannot discriminate against applicants for apartments, tenants (renters), or their guests, based on protected characteristics, such as ancestry.

- Protected characteristics include ancestry, national origin, ethnic background, religion, age, sex (including sex-determined characteristics, such as pregnancy), sexual orientation, gender identity, marital or family status, source of income, political belief, physical or mental disability and social disadvantage.
- It is illegal for a landlord, rental agent, or a tenant who sublets to refuse to rent to someone on the basis of a protected characteristic, such as source of income (for example, income assistance).
- Discrimination includes failing to reasonably accommodate special needs that are based on protected characteristics, such as disability.

Harassment based on a protected characteristic, such as sex, is also prohibited.

- Discrimination in advertisements is prohibited, including signs or ads about apartments for rent.

This information is based on provisions of *The Human Rights Code*. You may be in violation of *The Code* even when all requirements of *The Residential Tenancies Act* are being met. For more information, please refer to the Manitoba Human Rights Commission Guidelines on rental housing "You Can Support Human Rights in Rental Housing: Your rights; Your obligations".

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## **Fact Sheet**

### ***Harassment is prohibited by The Human Rights Code***

#### **What is harassment?**

Harassment is a course of abusive and unwelcome conduct or comment that is based on a personal characteristic set out in *The Code*. *The Code* prohibits harassment in all aspects of employment, in housing, in the provision of services or contracts and in signs and notices. All employers, landlords and service providers are encouraged to adopt harassment prevention policies and procedures.

#### **What are some examples of harassment?**

Racial harassment includes racist remarks or name-calling directed at a tenant or group of renters based on their ancestry. Harassment based on sex and family status includes repeated remarks to a female employee that she should stay home and raise her children. Sexual harassment includes unwelcome sexual remarks, advances or conduct directed at an employee, a customer, or client of a service provider. (For more information on sexual harassment, please see our publication, "Sexual Harassment: Your Rights and Responsibilities".)

#### **What are the protected grounds under *The Code*?**

*The Code* prohibits harassment based on the following characteristics:

- ancestry, including race and colour;
- nationality;
- ethnic origin;
- religion;
- age;
- sex, including sex determined characteristics such as pregnancy;
- gender identity
- sexual orientation;
- marital or family status;
- source of income;
- political belief;
- physical or mental disability; and
- Social disadvantage

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