



## Media Quick Facts

- The Manitoba Human Rights Commission is an independent agency of the Government of Manitoba. It is responsible for administering *The Human Rights Code*.
- *The Human Rights Code* is provincial law that applies in the areas of employment services available to the public (ex. hospitals, schools, businesses). There is similar legislation in every province and territory as well as a federal human rights commission.
- The Commission's mandate is to promote human rights and educate the public about *The Code* and its principles and to administer a complaint process.
- Any person can file a complaint with the Commission alleging that they were discriminated against or harassed as long the complaint is submitted within one year of the discriminatory event. A person can also complaint they were retaliated against for trying to enforcing their rights under *The Code*.
- Protected characteristics under *The Code* are aspects of a person's identity that include ancestry or race; nationality; religion or creed; ethnic background; age; sex (including pregnancy); gender identity; sexual orientation; marital or family status; source of income; political belief; physical or mental disability; social disadvantage; and criminal record.
- The Commission's role is to investigate the complaint and make a decision about whether there is enough evidence of discrimination to warrant a public adjudication by an independent adjudicator.
- The Commission offers mediation services at various times to try and resolve the complaint without the need for an adjudication hearing.
- Adjudicators are independent decision-makers appointed by the Province. They are not Commission staff or on the Board of Commissioners.
- If the Executive Director decides that that there is enough evidence to support the complaint, the Commission will ask the Chief Adjudicator of the Manitoba Human Rights Panel to appoint an adjudicator to conduct a hearing. At this stage the Commission becomes a party to the complaint, representing the public's interest in eliminating discriminating.
- An adjudication hearing is similar to a court proceeding. The hearing is open to the public and the adjudicator's decision is also made public.
- The Complainant and Respondent to the complaint may be represented by lawyers but they may also represent themselves. The Commission is represented by an in-house lawyer.
- After the adjudication hearing, the adjudicator will issue a written decision about whether or not the Respondent has contravened *The Human Rights Code* in the way alleged in the complaint and can order the Respondent to pay compensation for injury to the Complainant's dignity, self respect and feelings or for lost income or benefits or to take human rights training. The Adjudicator may also order the Respondent to develop or revise a policy or practice. All decisions are posted on the Commission's website.

For more information or to arrange an interview please contact us.

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