

GIVE US A CALL AT:

Native Counselling Services of Alberta

Suite 1010, 910 - 7 Avenue SW
Calgary, Alberta T2P 3N8

(403) 237-7850

www.ncsa.ca

BE THE AMBASSADOR OF CHANGE

SAY NO TO DISCRIMINATION

Alberta Human Rights Commission

Suite: 200 - 620 7th Avenue SW

Calgary, Alberta, T2P 0Y8

www.albertahumanrights.ca

Confidential Inquiry Line:

(403) 297- 6571

Canada



Human Rights
Education and
Multiculturalism
Fund



FINDING OUR VOICE ABORIGINAL HUMAN RIGHTS



This is only a guide. For more information
contact Native Counselling Services of Alberta

Human Rights refers to the view that everyone is equal in dignity, rights and responsibilities without regard to:

Race	Sexual Orientation
Religious Beliefs	Age
Color	Place of Origin
Gender	Marital Status
Physical Disability	Family Status
Mental Disability	Source of Income
Ancestry	

These are protected grounds under the Alberta Human Rights Act.

DISCRIMINATION ?

Discrimination is the prejudicial treatment of an individual based on their actual or perceived membership in a certain group or category.

Discrimination might mean:

- Facing different job standards than others.
- Being denied an apartment because you appear to have Aboriginal ancestry.
- Facing unfair scrutiny from police while driving or walking on the street or by staff at the mall.

The Act covers these areas:

Employment Practices; Applications and Advertisements; Publications, Signs and Notices; Tenancy; Equal Pay; Membership in Trade Union; Goods, Services, Accommodations, Facilities.

If you think you have been discriminated against, you can file a complaint with the Alberta Human Rights Commission. Make sure that the instance of discrimination took place in Alberta and is within one year.

Here is how it works:

1. Fill in a complaint form.
2. The Commission will review your complaint to see if it falls within the protected grounds and area.
3. A copy of your complaint will be sent to the accused known as the respondent. The respondent has 30 days to respond to the complaint.
4. The complainant (you) will receive the respondent's response to the complaint.
5. At this point, you and the respondent can choose to resolve the matter on your own or with the assistance of the Commission.
6. Complaints with the Commission can be resolved in two ways:
 - a) Conciliation
 - b) Investigation
7. If the Commission finds that you have been discriminated against, here are some remedies:
 - A verbal or written apology
 - Policy changes
 - Job reinstatement / references
 - A commitment not to repeat the behavior
 - Financial compensation for wage lost, pain and suffering.

If you wish to make a complaint, you may phone the Aboriginal Human Rights Education and Support Worker at Native Counselling Services of Alberta or the Alberta Human Rights Commission.

(Contact information can be found on the back of this brochure)