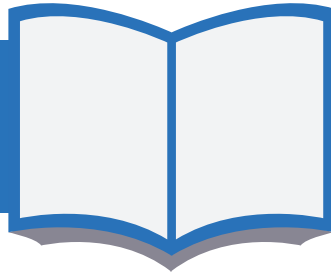




Participant Handouts

Scenarios



Scenario 1 Worksheet: Demonstration

I applied for a new job, and I was really excited. I didn't notice that the employer has a specific dress code that prohibits head coverings of any kind. My religion requires me to cover my head, so the dress code does not work with my beliefs. The employer was very excited to meet me based on my qualifications, but soon after the interview, I was told they were no longer hiring. The dress code has nothing to do with safety and I feel that I was discriminated against based on my religion. What can I do?

Start on the Steps to Justice topic, "Discrimination at work" with the question, "What if I'm not hired because an employer discriminates against me?"

- Can an employer decide not to hire you based on your religious beliefs?
- Is it still discrimination if the dress code doesn't target you specifically, but rather applies equally to everyone?
- How can this person be sure that Ontario's human rights laws apply to them?
- Who can help this person figure out what to do?
- If the Human Rights Tribunal finds that the employer broke the law, what can the Tribunal do about it?



Scenario 2 Worksheet

I have a disability that progressively makes my eyesight worse. I am now almost fully blind. I have asked my landlord to install Braille on the oven and a voice system in the elevator so I know when I am on my floor. He has refused, saying that the cost of accommodating me will “put him out of business”. Help!

Start on the Steps to Justice topic, “Discrimination in housing” with the question, “What are my rights as a tenant if I have a disability?”

- Do landlords have to make changes to their rental properties to meet the needs of people with disabilities?
- When is a landlord not required to accommodate a tenant’s disability?
- If the landlord needs more information about your disability in order to accommodate you, do you have to give it to them?
- What can you do if your landlord is hard to deal with or don’t respond to you?
- If you want to take legal action over discrimination from your landlord, who can you contact for help?



Scenario 3 Worksheet

I am a mother of a young baby and I sometimes have to breastfeed my child in public. I was recently breastfeeding my baby on a bench outside a grocery store and a bunch of people passing by said very rude things to me. The store manager asked me to leave, saying that it was making the rest of his customers uncomfortable. I am only trying to provide my child with nutrition!

Start on the Steps to Justice topic, “Discrimination in public places” with the question, “Can I breastfeed in public?”

- Does this person have a right to breastfeed in public?
- Is it considered discrimination under the *Human Rights Code* for members of the public to say mean things to this person or try to shame her for breastfeeding?
- Did the store manager discriminate against this woman by telling her to leave?
- Under what circumstance can the store manager refuse to accommodate this woman’s right to breastfeed her child in the store?
- If this person wants to make a human rights complaint, what should they do?



Scenario 4 Worksheet

I work in retail and it is a very simple job – I just greet customers and sometimes cash them out. My job is also very boring, and I sometimes like to smoke a joint on my break. I think my boss might have found out about this because now the company is making me do a drug test. I'm totally going to get fired.

Start with the Steps to Justice topic, “Discrimination at work” and the question, “Can an employer make me take a drug or alcohol test?”

- Can an employer require an employee to take a drug test?
- Can demanding a drug test at work be considered discrimination in Ontario?
- What are some legitimate reasons an employer can demand a drug test?
- Who should you talk to if your employer tells you to take a drug test?
- If you're being discriminated against, how long do you have to apply to the Human Rights Tribunal?



Scenario 5 Worksheet

I am a young woman and I work in a professional corporation that is very male-dominated. My coworkers do a lot of “locker room” talk and usually I’m okay with it. However, they have started targeting me with sexist, inappropriate jokes. When I brought this up with my manager, he placed his hand on my lower back and said, “Come on, have a sense of humor. They only say these things because you’re gorgeous”. It made me very uncomfortable and I think this toxic environment will prevent me from doing my work properly.

Start with the Steps to Justice topic, “Discrimination at work” and the question, “What if I’m being harassed at work for reasons that go against my human rights?”

- Is the employer responsible for the discriminatory comments made by the coworkers?
- Did the manager harass the employee?
- What details should this employee track in order to prove a claim of discrimination and harassment?
- Can the manager punish this employee (e.g. not giving her meaningful work or mentoring her) for complaining?
- If this employee suffers mentally from the harassment, can the employer be forced to pay money for their emotional distress?