



DID YOU KNOW?

August 2017

Human Rights (Federal)

Overview

In Canada, human rights laws operate in two jurisdictions: the federal and the provincial. The *Canadian Human Rights Act* (CHRA) is administered by the Canadian Human Rights Commission and Tribunal at the federal level. At the provincial level, the BC Human Rights Tribunal is responsible for administering the *BC Human Rights Code*, the law that is currently applicable in BC.

When is the CHRA appropriate?

CHRA protects people in Canada from discrimination when they are employed by or receive services from:

- the federal government and all its ministries (including the RCMP and Canada Post)
- First nations government
- Private companies regulated by the federal government such as
 - Chartered banks
 - Trucking companies
 - Telecommunication companies
 - Inter-provincial transportation companies

Canadian Human Rights Commission and Tribunal

The Canadian Human Rights Commission and Tribunal, operating independently from government, administer the *Canadian Human Rights Act*.

Discrimination

Discrimination is treatment that is different and negative due to the individual's race, national or ethnic origin, colour, religion, age, sex, sexual orientation, gender identity or expression, marital status, family status, genetic characteristics, disability, or conviction for which a pardon has been granted or a record suspended.

Process: human rights complaint (federal)

The Canadian Human Rights Tribunal does not take complaints directly as it only takes cases referred to it by the Commission. Complaints can be filed with the Canadian Human Rights Commission. The Complaint Form must be used to file a human rights complaint (this form can be found on the Commission website). There is no fee to file a complaint and the Commission will contact you within 14 days of receiving the Complaint Form.

For More Information

Canadian Human Rights Commission
Toll Free: 1-888-214-1090
www.chrc-ccdp.gc.ca
Canadian Human Rights Tribunal
613-995-1707
Toll Free: 1-844-899-3604
www.chrt-tcdp.gc.ca

This fact sheet contains legal information, not advice and is accurate as of the above date. For legal advice, please contact a lawyer.