

Canadian Human Rights Commission



The Canadian Human Rights Commission administers both the *Canadian Human Rights Act* and the *Employment Equity Act*, and ensures that the principles of equal opportunity and non-discrimination are followed in all areas of federal jurisdiction. The Commission, composed of up to two full-time and up to six part-time commissioners, meets regularly to decide on individual complaints and approve Commission policies. The mandate of the Commission includes:

- helping parties to resolve complaints of discrimination in employment and in provision of services based on the grounds enumerated in the Act;
- investigating complaints of discrimination, including complaints alleging inequities in pay between men and women who are performing work of equal value;
- auditing and, when necessary, taking action to ensure employers' compliance with the Employment Equity Act, which applies to the federal public service, as well as federal Crown corporations and federally regulated companies employing 100 or more people;
- monitoring programs, policies and legislation affecting designated groups to ensure that their human rights are protected; and
- developing and conducting information programs to promote public understanding of the Act and of the role and activities of the Commission.

The *Canadian Human Rights Act* protects anyone living in Canada against discrimination in or by:

- Federal departments, agencies and Crown corporations
- Chartered banks
- Airlines
- Television and radio stations
- Interprovincial communications and telephone companies
- Buses and railways that travel between provinces
- First Nations
- Other federally regulated industries, such as certain mining operations.

The provinces and territories have similar laws forbidding discrimination in their own jurisdictions.

Commissioners

- Up to eight members can be appointed as Commissioners.
- The Chief Commissioner is appointed for a term not exceeding seven years.
- The other Commissioners have their own professions and contribute to the work of the Commission on a part-time basis.
- The Commissioners come from different parts of Canada and a variety of backgrounds.
- There is a balance of men and women.
- Commissioners meet regularly throughout the year to review cases and discuss the work of the Commission.