

WHAT IS DISCRIMINATION?

Discrimination is an action, policy, or practice that negatively affects a person or group of people and is related to certain personal characteristics protected under *The Saskatchewan Human Rights Code, 2018*.

Discrimination denies people benefits and opportunities that are necessary for a decent life. It can flow from prejudice, negative stereotypes, or a failure to consider the needs of others.

Sometimes discrimination is deliberate and direct. For instance, discrimination can take the form of racist insults, sexual harassment, or the refusal to hire people because of their age or religion.

Discrimination can also be indirect or unintentional. One example is a public service or office that can only be reached by a flight of stairs. People who use walkers or wheelchairs will be unable to use the service.



SASKATCHEWAN
HUMAN RIGHTS
COMMISSION



Scan the QR code to access the SHRC website or go to:

<https://saskatchewanhumanrights.ca>



YOUR GUIDE TO
HUMAN RIGHTS
IN SASKATCHEWAN

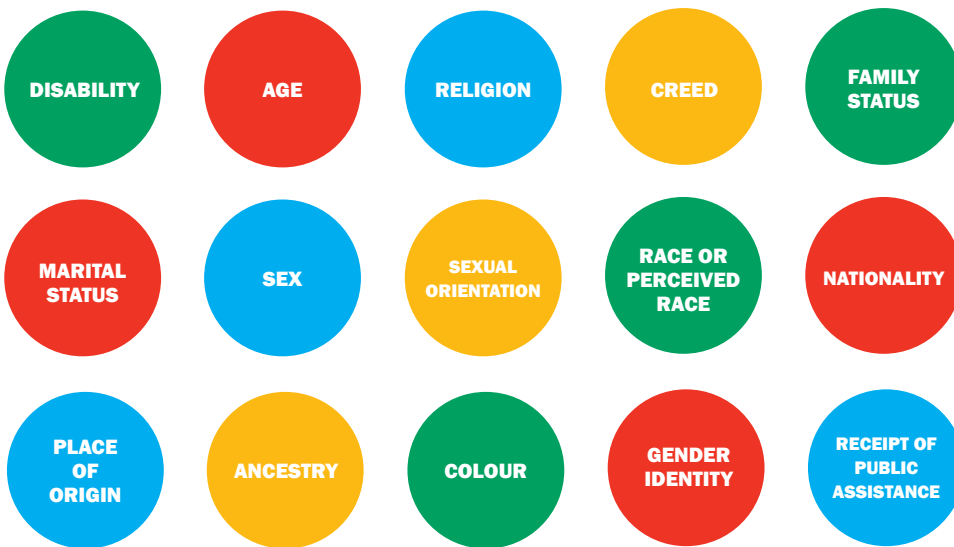
KNOW YOUR RIGHTS

WHAT IS THE SASKATCHEWAN HUMAN RIGHTS COMMISSION?

The Saskatchewan Human Rights Commission is an independent, arm's-length agency of the Government of Saskatchewan. Established in 1972, the Commission serves the public by protecting and promoting the individual dignity, fundamental freedoms, and equal rights of every person in Saskatchewan.

HOW AM I PROTECTED?

It is against the law for anyone to discriminate against you. There are **15 protected characteristics** covered under *The Saskatchewan Human Rights Code, 2018*. Follow the grid of multi-coloured circles to see them all.



WHERE AM I PROTECTED?

Under *The Saskatchewan Human Rights Code*, there are **10 protected areas** where discrimination is prohibited.

- EMPLOYMENT
- EDUCATION
- HOUSING
- PUBLIC SERVICES
- CONTRACTS
- TRADE ASSOCIATIONS
- PURCHASE OF PROPERTY
- OCCUPATIONS
- TRADE UNIONS
- PUBLICATIONS

*It is important to note that private relationships **DO NOT** fall under the protection of the Code.*

FILING A HUMAN RIGHTS COMPLAINT

To file a complaint with the Saskatchewan Human Rights Commission, a discriminatory act must involve a **protected characteristic** and occur in a **protected area**. You must also file a complaint within **one year** of the incident occurring. A good way to remember this is by the formula:

$$(P + P = C)$$

PROTECTED CHARACTERISTIC PROTECTED AREA COMPLAINT

CONTACT INFORMATION:
Website: www.saskatchewanhumanrights.ca
Phone: (306) 933-5952
Email: shrc@sk.gov.ca