



SASKATCHEWAN  
HUMAN RIGHTS  
COMMISSION

SASKATCHEWAN HUMAN RIGHTS COMMISSION  
**ANNUAL REPORT**  
2023-2024



## OUR MANDATE

The Saskatchewan Human Rights Commission (the Commission) is an independent, arm's-length agency of the Government of Saskatchewan.

Established under *The Saskatchewan Human Rights Code, 2018* (the *Code*), the Commission serves the public by protecting and promoting the individual dignity, fundamental freedoms, and equal rights of every person in Saskatchewan.

Under the *Code*, the Commission is mandated to:

- Discourage and eliminate discrimination;
- Investigate and resolve discrimination complaints quickly and effectively;
- Support and seek remedies for individuals and groups who suffer discrimination;
- Promote, approve, and monitor equity programs;
- Promote research and education strategies to advance the principles of equality and diversity, and to encourage understanding of human rights issues;
- Promote leadership on human rights related public policy development and implementation; and
- Promote advances in human rights legislation and protection.

## LETTER OF TRANSMITTAL

The Honourable Bronwyn Eyre  
Minister of Justice and Attorney General  
Legislative Building  
Regina, Saskatchewan

Dear Minister Eyre,

I am pleased to deliver the 2023-2024 annual report of the Saskatchewan Human Rights Commission as required by section 57 of *The Saskatchewan Human Rights Code, 2018*.

This report highlights the activities and successes of the Commission for the fiscal year beginning April 1, 2023 and concluding March 31, 2024.

Sincerely,



Treena Sikora  
Chief Commissioner

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## MESSAGE FROM THE CHIEF COMMISSIONER

It is a privilege to present the 2023-24 annual report, my first as Chief Commissioner of the Saskatchewan Human Rights Commission. This report is a snapshot of the actions and accomplishments of the Commission during the past fiscal year.

I would like to extend my sincerest thanks to former Interim Chief Commissioner Barry Wilcox, as well as to former Commissioners Colleen Cameron, Fatima Coovidia, Jan Gitlin, Heather Kuttai, and Mike San Miguel for their years of dedication to the Commission and their service to the people of this province. I would also like to welcome our new Commissioners – Rish Malhotra, Judy Desjarlais, Melissa Ong, Darlene Cooper, Alan Thomarat, and Murabik Syed. I look forward to working together to advance, protect, and promote human rights in Saskatchewan.

A quick look at our annual statistics (pg. 26-32) will show that 2023-24 was a busy year. With 522 individual complaints received, the Commission continued to assist individuals, businesses, and organizations in addressing allegations of discrimination and inequity. Along with resolving individual complaints, the Commission collaborated with communities and stakeholders across

Saskatchewan to educate, raise awareness, and respond to human rights issues.

We remained active in addressing systemic discrimination through our many systemic initiatives. During this past fiscal year, the Commission released the report *Saskatchewan Police Contact Interview Policy: A Human Rights Review* in response to public concerns about discriminatory practices involving street checks. The Commission also released *Equitable Education for Students with Reading Disabilities*, a systemic investigation into the identification, treatment, and accommodation of students with reading disabilities.

Throughout the year, the Commission continued to use online platforms to help meet the obligations of its public education mandate. Through our Lunch and Learn series and other virtual events, the Commission was able to educate people about their fundamental human rights and the responsibilities those rights engender. Staff members also made frequent in-person presentations on human rights matters to employers, employees, newcomers, universities, advocacy groups, and municipalities throughout the province. Topics of these public education presentations ranged from the duty to accommodate to racial discrimination and hate speech.

Human rights have a long and rich tradition in Saskatchewan, but we must remain diligent. I encourage everyone in the province – individuals, organizations, and governments – to learn about their rights, understand the corresponding responsibilities, and respect the rights and dignity of others.



**Treena Sikora**  
Chief Commissioner



## MESSAGE FROM THE OUTGOING CHIEF COMMISSIONER

The benefit of closing out a chapter of one's life is the opportunity for sober reflection. My nearly 13-year tenure with the Saskatchewan Human Rights Commission has revealed to me how the Commission is generally viewed by the public through a one-dimensional lens. The public perception, generally speaking, is that the Commission is an organization that injects itself into situations where it isn't necessary or really doesn't belong. This perception is incorrect.

Contrary to common belief, the Commission does not represent the Complainant in an action. Rather, the Commission represents the public interest.

The prohibited grounds set out in *The Saskatchewan Human Rights Code, 2018* are fundamental to the good governance and betterment of our society. Ignoring human rights is the foundation of many unacceptable behaviors. Breaches of human rights are always founded on a lack of respect.

People who respect other's rights do not disrespect them as people. Racism results from the lack of respect for others as people. Bullying results because of a lack of respect. Property and personal

offenses result from not respecting the rights of others. I am not suggesting that enforcement is not necessary. However, enforcement is not a cure-all. It is simply a Band-Aid. Unless the root causes of discrimination are addressed with a long-term human rights commitment, these problems will never be overcome.

It is in this context that the Commission's mandate pursuant to the *Code* is very broad. It is charged with educating the public about human rights and providing resources to help prevent violations.

Through the use of systemic resolution, the Commission focuses on issues affecting groups of individuals to help them collectively resolve incidents of discrimination. Research is conducted to determine the causes of discrimination and to develop unique solutions for human rights infractions.

Being involved with the work of the Saskatchewan Human Rights Commission has shown me the vastness of the world of human rights and how it touches everyone in their everyday lives.

In my time with the Commission, I was fortunate to meet and work with amazing staff members, mentors, stakeholders and many others who genuinely care and work towards achieving a just and fair Saskatchewan.

In closing, I wish to congratulate my successor, Treena Sikora, on her appointment. I'm sure that she will find the position as interesting and challenging as I have.

A handwritten signature in dark ink, appearing to be 'B. Wilcox', with a long horizontal stroke extending to the right.

**Barry E. Wilcox, K.C.**  
**Former Chief Commissioner**





## COMPLAINT **RESOLUTION**

### **PRE-COMPLAINT**

As the first point of contact, the Commission's Intake Consultants are well-placed to make a timely resolution that may not require a complaint to be formalized. In these situations, the Intake Consultant has the authority to see if a "pre-complaint" resolution is possible.

#### **Quick resolution for service animal complaint**

This past fiscal year, a Commission Intake Consultants received a complaint from David\*, who had visited a local restaurant with his service animal. When David arrived at the restaurant, the two servers working that night immediately hurried to the kitchen. They returned with the chef, who informed David he could not bring a dog into the restaurant. David told the chef that the dog was a registered service animal and, as such, was allowed in any public place. David then offered to show the chef his CNIB card as well as his service dog's registration. The offer was declined. David insisted and told the chef that if he and his service dog were refused entry, he would have no choice but to contact the relevant authorities. The chef still denied them entry.

David left and later filed a human rights complaint. He felt as though he had been discriminated against on the basis of disability. An Intake Consultant contacted David, who was open to a pre-complaint resolution. The restaurant manager was then contacted and a resolution was reached.

The manager apologized for the actions of his staff, gave David a gift card, and extended an invitation to return to the establishment. David accepted and the complaint was closed.

### **MEDIATION**

Mediation is available to Complainants and Respondents who want to settle the complaint at the start of the complaint process, before an Investigation has been done, or at any time during Investigation. A conciliatory approach is used to help the parties understand each other's perspective more fully. This approach often enables parties to deal more effectively in responding to the concerns of the other party and provides direct input and more control in terms of how the matter is resolved.

#### **Discrimination in housing**

Michael\* lives with his mother in a housing complex. He suffers from severe anxiety. Michael's doctor recommended that he get an emotional support animal for his anxiety.

Michael's mother submitted an emotional support animal application to the housing complex on his behalf. The application was denied. The manager of the complex cited their "no pet" policy, saying that only service animals would be accommodated. Believing he'd been discriminated against on the basis of disability, Michael filed a human rights complaint with the Commission.

Emotional support animals have been recognized to alleviate symptoms of certain mental health disorders. Court decisions have found that landlords and condominium associations have a duty to accommodate an emotional support animal where medical evidence establishes that the resident requires the animal to alleviate symptoms of a mental disorder.

The Commission accepts and investigates complaints in housing where a Complainant provides sufficient medical evidence to establish

that an emotional support animal is required. If a person establishes a requirement for an emotional support animal, a “no pets” policy in rental or condominium housing does not apply. People with certain mental disorders rely on support animals for everyday living and require accommodation in housing.

Michael’s complaint was formalized by the Commission and the case was resolved in Mediation.

The manager of the housing complex agreed to accommodate Michael by allowing him to keep the emotional support animal in his housing unit. In turn, Michael agreed to check with the doctor if any behavioural or obedience training was recommended for the emotional support animal and, if so, to commence the training within 60 days. Michael also agreed to keep the emotional support animal up to date with its registration and vaccines while abiding by the general guidelines for the upkeep and care of the animal.

#### **Discrimination complaint based on race, ancestry, and sex**

Caitlin\* is an Indigenous person who was employed by an organization for nearly four years. One day, Caitlin witnessed an Indigenous client being mistreated by a coworker. She brought an internal complaint forward to the head of the organization. She also raised concerns about the organization’s attitude towards and treatment of Indigenous women.

Caitlin alleged that, after voicing her concerns, she was subjected to harassment and negative comments from her boss. She claimed that, during a meeting with her boss, she was admonished for speaking up and was called “thin-skinned.” She

also alleged her boss made negative comments in reference to Indigenous people.

The following day, Caitlin received an email from her boss saying that she was missing out on opportunities and making life difficult for herself and others around her. Caitlin’s boss also told her that he had been advised by the Board to be careful around her.

Caitlin’s health was compromised by her interactions at work and, because of that, her doctor recommended she take a short medical leave of absence to regain her health.

During her leave, Caitlin was called into a meeting with her boss and Human Resources. Her boss told her he felt his comments were necessary, and in Caitlin’s best interest, and that he would not change his response if given the opportunity.

Caitlin resigned and filed a complaint with the Commission. She felt she had been discriminated against on the basis of race, ancestry, and/or sex.

The complaint was resolved in Mediation. The organization offered to compensate Caitlin for damages to dignity and provided money for ongoing counseling fees. The organization also provided Caitlin with a letter of apology and ensured that new employees would receive a copy of their workplace harassment policy.

Caitlin accepted the offer and the file was closed.

#### **INVESTIGATION**

In an Investigation, an impartial investigator talks to witnesses and examines records to find out what happened. The investigator then refers the case to the Chief Commissioner who decides whether





the case should be mediated, dismissed, sent to a hearing, or dealt with in another way.

### **Discrimination based on disability**

Jacob\* is a person with a disability. He suffers from PTSD, depression, and other mental health disorders. He recently moved to Saskatchewan for work. Not long after starting his new position, Jacob alleged his supervisor – who knew about his disability and understood the circumstances surrounding his condition – began harassing him. Jacob claimed this harassment exacerbated his disability.

Feeling overwhelmed, Jacob provided his supervisor with a doctor's note that requested he work from home for two weeks. The request was approved.

Jacob reported his experiences of workplace harassment to his employer and requested an investigation. He also sent his employer an email indicating that he intended to file a complaint with the Saskatchewan Human Rights Commission.

There were no attempts to investigate the harassment complaint.

Four days later, the employer requested that Jacob attend a meeting with board members and the supervisor he alleged harassed him. Jacob declined, stating he didn't feel comfortable meeting with the person against whom he had lodged an harassment complaint.

He provided his employer with another doctor's note recommending a continuation of the previous accommodation. The employer refused to approve the medical extension and terminated Jacob's employment the same day.

Jacob filed a complaint with the Commission alleging

discrimination on the basis of disability by failing to accommodate him to the point of undue hardship. He also had reason to believe his employment had been terminated in retaliation for voicing his intention to file a human rights complaint.

Section 53 of *The Saskatchewan Human Rights Code* prohibits retaliation against anyone bringing a complaint forward or anyone who provides information related to human rights complaints.

The complaint was formalized by the Commission. Despite best efforts, the parties were unable to conclude the matter at Mediation and the file was moved into Investigation, where the parties reached a resolution.

The employer offered to compensate Jacob for damages to dignity and to pay his moving expenses. Jacob accepted the offer and the file was closed.

### **Discrimination based on race**

Wayne\* was hired by a local business as a general labourer. Shortly after he started his new job, Wayne began to experience microaggressions from his supervisor.

According to Wayne, who is of African descent, his supervisor continued to harass and belittle him. Wayne alleged he was denied specialized training that was, instead, provided to a non-racialized coworker. He also alleged his supervisor yelled a profane word at him. When Wayne reported the incident to his manager, nothing was done.

A few days later, an incident occurred where a pallet was stacked incorrectly by one of Wayne's coworkers.

The supervisor accused Wayne and the only other racialized employee of not completing the

task properly. The supervisor then told Wayne to sign a form indicating he was responsible for not completing the task properly. As the mistake was not made by Wayne, he refused.

An argument ensued and Wayne's employment was terminated. Wayne filed a complaint with the Commission alleging discrimination in employment based on race.

The matter was resolved in Investigation. The employer offered to compensate Wayne for damage to dignity and lost wages. The employer also provided a letter of regret.

Wayne was satisfied with the offer and the file was closed.

#### DIRECTED MEDIATION

In most cases before a hearing takes place, the parties will be directed to engage in one further mediation attempt. In Directed Mediation, the respondent is asked to provide a final offer of resolution. If the offer made is reasonable in the determination of the Commission, and if the Complainant does not accept it, the Chief Commissioner will dismiss the complaint. Where a reasonable offer is not made, the matter will proceed to hearing, as directed by the Chief Commissioner

#### **Pregnancy case resolved in directed mediation**

Olivia\* held a permanent, full-time safety position at a local company. In her third year with the organization, Olivia informed her supervisor she was pregnant and would be taking maternity leave.

While on maternity leave, the organization restructured and Olivia was required to apply for one of the newly created permanent positions. She

applied for the position that most closely aligned with her former role.

Two months later, Olivia's supervisor informed her that her application was not successful and that she would have to return to work in a temporary, transitional role with an unknown end date of three to six months. This did not sit well with Olivia. Nor did the fact that the only other member of the original team not to obtain a permanent role in the restructuring was a colleague who was also off on maternity leave.

Both temporary employees who had covered for them while on maternity leave were given permanent positions. Olivia resigned and filed a human rights complaint. She had reason to believe her employer had discriminated against her on the basis of sex.

*The Saskatchewan Human Rights Code, 2018* prohibits discrimination against people who are pregnant. Pregnancy-related discrimination is a form of discrimination based on the prohibited ground of sex. As such, pregnant employees are protected from discrimination in the workplace. This protection extends to full-time, part-time, temporary, probationary, and contract workers.

Olivia's complaint was formalized by the Commission and the matter was resolved in Directed Mediation. The employer offered compensation for damage to dignity and Olivia's supervisor agreed to receive anti-discrimination training.

Olivia accepted the terms of the settlement and the case was closed.

\* Names have been changed.

## LEGAL AND LITIGATION

Litigation is one of the processes by which the Commission addresses complaints of discrimination. The core of the legal department's work is litigation and resolution after the conclusion of the investigation process.

Some of the notable litigation files are below:

### **Pre-Hearing Conference leads to settlement and human rights training**

The Complainant is a person with mental health disabilities. When he began working for a new organization, he disclosed these disabilities to his employer. The Complainant's employer also knew he had been prescribed medical marijuana to help treat his disabilities.

The Complainant claimed his supervisor was harassing him at work for things relating to his mental health.

He met with the director of the organization to discuss his supervisor's behavior and agreed to take a paid administrative leave while the allegations of discrimination and harassment were being investigated.

While on administrative leave, the Complainant received a letter from his employer alleging that he posed a safety risk to himself and others due to his mental health disability and was asked to provide medical information from his physician confirming that he was not a safety risk. He was placed on administrative leave without pay.

The Complainant provided the requested information, but the employer deemed it insufficient and requested an additional independent medical

examination by a medical professional of their choice.

A couple of weeks later, the Complainant's employment was terminated for failure to cooperate with his employer. He filed a complaint with the Saskatchewan Human Rights Commission alleging discrimination in employment based on his disability.

At the Pre-Hearing Conference, the parties reached a mutually agreeable settlement. The employer offered monetary compensation (\$20,000 for damage to dignity and full recovery of lost wages) as well as an apology letter. The employer also agreed to provide its current and future employees with training regarding workplace accommodation of disabilities and prevention of discrimination and harassment.

The Complainant accepted the offer and the file was closed.

### **DG v RM of Baildon No. 131**

The Commission has previously reported the outcome of this matter, which proceeded to hearing in March 2021.

The Complainant, D.G., was employed by the Rural Municipality of Baildon (Baildon). D.G. sustained a head injury and concussion in an accident that was unrelated to work.

D.G. provided Baildon with a doctor's note that stated she would be absent from work. D.G. attempted to return to work a few months later. The conduct of the Reeve and a Councillor during her return-to-work process exacerbated her symptoms. She recommenced medical leave and provided Baildon with medical notes periodically during her absence.

Approximately 18 months after D.G.'s original injury, Baildon advertised for a replacement. D.G.'s physician completed a medical questionnaire recommending a gradual return to work with part-time hours. Baildon refused to accommodate the request for a gradual return to work.

Baildon insisted that D.G. could only return to work when she was able to work full-time. Baildon also asserted that continuing the accommodation process would be an undue hardship.

The Commission accepted D.G.'s complaint in the fall of 2016. Efforts were made to resolve the complaint through mediation. After mediation proved unsuccessful, the complaint was investigated fully.

In the fall of 2019, the Chief Commissioner applied to the Court of King's Bench for a hearing of the complaint. The Court rendered its decision in 2022. The Court found that Baildon discriminated against D.G. because of her disability. Baildon failed to establish that accommodating a part-time return to work would have resulted in undue hardship.

The Court awarded D.G. approximately \$112,000 damages for loss of wages, benefits, and \$10,000 special compensation for damage to dignity. Shortly following the decision, Baildon filed its appeal of the matter with the Court of Appeal, asking the Court to set aside the hearing decision. In March 2023, it filed the balance of the legal documents required to advance the appeal.

The Commission filed a cross-appeal seeking to increase the special compensation award from \$10,000 to \$20,000.

The appeal of the matter was heard in the fall of 2023 and we expect the judgment to be forthcoming in 2024.

### **CUPE, Local 21 and Jane Doe v. City of Regina and Saskatchewan WCB**

In 2022, the Commission applied to intervene in an application for judicial review by CUPE, Local 21 and Jane Doe which seeks to set aside a decision of the Workers' Compensation Board. This application was granted and the Commission is one of several intervenors in this judicial review.

The matter is now awaiting further procedural applications in an effort to streamline the hearing of this and other judicial review applications

Jane Doe has a grievance against the City of Regina as a result of sexual harassment. Jane Doe was seeking certain damages, including compensation under s. 40 of *The Saskatchewan Human Rights Code, 2018* for damage to dignity and self-respect.

The City of Regina applied to the Workers' Compensation Board (WCB) for a ruling under s. 169 of *The Workers Compensation Act* (the *Act*). The WCB found that Jane Doe had a compensable injury under the *Act* so s. 168 of the *Act* barred Jane Doe from obtaining any additional compensation through her grievance proceeding.

The effect of the Board's decision is to eliminate compensation available under the *Code* for women who are harassed in the workplace and suffer a workplace injury. This may include victims of sexual assault. Workplace sexual harassment complaints represent approximately 10% of the total complaints received by the Commissioner annually. The vast majority of complaints are received from women.

Although this case involves a complaint of sexual harassment, the Commission believes it could extend to any act of discrimination in the workplace. As such, this decision undermines the workplace

rights of racial and ethnic minorities, people with disabilities, and the LGBTQ2S+ community.

The Commission believes that the WCB ruling is incorrect for several reasons, including that the *Code* is quasi-constitutional legislation that supersedes regular legislation. The Commission will argue that the protection of human rights must be preferred over the protection of a no-fault insurance scheme.

The Commission expects that the procedural matters advanced by the parties will be determined in 2024.

#### **Costs awarded for frivolous, vexatious or abusive conduct**

In 2021, the Commission received a complaint from a Complainant alleging she was terminated from her employment due to an accommodation request for her disability.

That matter was investigated and the Chief Commissioner determined there was sufficient evidence of discrimination to refer the matter to Directed Mediation. Following a failure to reach an agreement at Directed Mediation, the Commission applied to the Court of King's Bench for a hearing of the complaint.

At Pre-Hearing Conference, the parties agreed to schedule a Questioning, following which, the parties were to reconvene for a second Pre-Hearing Conference with a Justice of the King's Bench. However, shortly before the Pre-Hearing Conference the Commission was informed that the Respondent would be out of the country on the day the parties were scheduled to resume.

It was determined the Respondent would be unable to attend in person or by any other means. The

Pre-Hearing Conference was adjourned and the Commission was awarded costs of \$1,500 as the Court determined that the Respondent's decision to go on vacation was frivolous, vexatious, and an abuse of process. The matter is scheduled to resume in 2024.

#### **Court of Appeal affirms that Employer Pattern and Practice Evidence is Admissible: Saskatchewan Human Rights Commission v Saskatchewan Power Corporation, 2024 SKCA 13**

B.S. filed a human rights complaint against his former employer, Saskatchewan Power Corporation (SaskPower), alleging discrimination on the basis of disability and failure to accommodate.

In its application to the Saskatchewan Court of King's Bench, the Commission alleged that SaskPower had engaged in systemic discrimination against employees with disabilities, i.e., that there was a systemic problem with the way SaskPower treats its employees who seek accommodation of their disabilities.

SaskPower successfully applied at Chambers to have this "pattern or practice" evidence struck as being immaterial, prejudicial, and an abuse of process.

The Commission successfully appealed that decision, and the Court of Appeal has affirmed that the Commission is entitled to lead evidence relating to a pattern of discrimination under s.35(4) of *The Saskatchewan Human Rights Code, 2018*. Section 35(4) of the *Code* states:

*35(4) The court is entitled:*

*(a) to receive and accept evidence led for the*

*purpose of establishing a pattern or practice of resistance to or disregard or denial of any of the rights secured by this Act; and*

*(b) in arriving at its decision, to place any reliance that it considers appropriate on the evidence and on any pattern or practice disclosed by the evidence.*

In the appeal, the Commission argued the Court of King's Bench judge erred in striking out the allegations of systemic discrimination from the application, claiming the evidence of such discrimination was admissible under s.35(4) of the *Code*.

SaskPower disagreed, claiming that allegations of systemic discrimination should not be admitted, particularly when there had been no prior findings or admissions of liability, and that prior settlements should not be treated as precedents for following cases.

The Court of Appeal concluded that the Chambers judge erred in their interpretation of s.34(5) of the *Code* by narrowing the scope the admissibility of evidence to instances where there had been prior findings or admissions of liability, as this was not supported by the broad and permissive language in the *Code*.

The *Code* allows for evidence of a pattern or practice of discrimination to be admitted, and such evidence is presumptively admissible. A pattern or practice may also constitute a breach in and of itself.

The Chambers' decision to strike the allegations was considered premature, as the admissibility of the evidence should be determined at the hearing stage.

The Court of Appeal also noted that settlements should not prevent the admissibility of relevant facts in human rights matters. The Court of Appeal set aside the Chambers order striking the allegations of pattern and practice from the Commission's application. Since this decision was rendered, SaskPower has sought leave to appeal the matter to the Supreme Court of Canada.

### **Bill 137: A legal perspective**

On August 22, 2023, the Government of Saskatchewan announced a policy that would require parental consent for students under the age of 16 who wished to have their chosen names and pronouns used in school.

On August 31, 2023, the University of Regina Pride Centre for Sexuality and Gender Diversity and Egale Canada filed an originating application against the Government of Saskatchewan over this policy.

They argued that the policy violates section 7 (right to life, liberty, and security of the person) and section 15 (equality) of the *Charter of Rights and Freedoms*.

Justice Megaw of the Court of King's Bench heard oral arguments on September 19, 2023.

On September 28, 2023, an injunction was granted against the policy. Megaw opined that the policies risked causing irreparable harm to students.

He further found that the "protection of these youth surpasses the interest expressed by the Government, pending a full and complete hearing into the constitutionality of this policy".

In response to the decision, Premier Moe stated his intent to codify the policy into law. He recalled the



legislative assembly 15 days early, something that had not occurred in a quarter of a century.

On October 20, 2023, Bill 137 passed and was signed into law. *The Education Act 1995* was amended to create section 197.4.

The Government invoked the notwithstanding clauses – section 33(1) of the *Charter* and section 52(b) of *The Saskatchewan Human Rights Code, 2018* – to insulate Bill 137 from review by the Court.

Following the codification of the policy into Bill 137, legal counsel for Egale and UR Pride amended their originating application to refer to section 197.4 of *The Education Act*. They also amended their application by stating the Bill violates section 12 of the *Charter* in addition to sections 7 and 15.

They argued that the ‘outing’ and ‘misgendering’ requirements of the bill violates the guarantee to protection from cruel and unusual punishment – section 12 of the *Charter*. The amended action asks the Court to find the bill to be of no force or effect if it is found to violate section 12.

The Government opposed the request to amend the originating application. They also brought two applications.

The first applied for a determination that the invocation of the notwithstanding clause completely removes the Court from any and all jurisdiction to determine the allegations of violations of s. 7 or s. 15 of the *Charter*. The second applied to have the litigation issues determined to be moot in light of the use of the notwithstanding clause and to have the proceedings dismissed as a result.

The parties presented oral arguments to the Court on January 10, 2024. In a February 16, 2024 decision, Justice Megaw granted permission to amend the originating application as requested by the applicant, UR Pride and Egale Canada.

The application of the Government on the threshold issue was dismissed insofar as the Court determined it has jurisdiction to hear the matters regarding the alleged breaches of s.7 and s.15 of the *Charter*, though the Court declined to determine whether it would exercise that jurisdiction. It reserved that issue to be determined following the receipt of evidence and submissions.

The Court further declined to determine the issue of mootness, without prejudice to the applicant to reintroduce the issue following hearing.

The Government of Saskatchewan sought leave to appeal the decision of Justice Megaw on March 1, 2024.

The parties attended an appeal management conference on April 8, 2024, wherein Egale and UR Pride consented to a stay of proceedings pending the appeal. On May 14, 2024, the Court set the hearing date for the appeal to be September 23 and 24, 2024.

## SYSTEMIC INITIATIVES

### EQUITABLE EDUCATION FOR STUDENTS WITH READING DISABILITIES REPORT

In 2020, the Saskatchewan Human Rights Commission received a group complaint on behalf of 29 families, all with children who have been professionally diagnosed with dyslexia.

The families alleged that eight school divisions discriminated against their children on the basis of disability (dyslexia and other disabilities).

Given the number of parents supporting the complaint, the Commission determined a systemic investigation would be more efficient and more appropriate than pursuing each complaint individually. A systemic approach allowed the Commission to take a broader view of the issues and present better options for resolutions.

Working collaboratively with stakeholders, the Commission began gathering information about students with reading disabilities in Saskatchewan's education sector. This included reviewing recent academic research and reports from other Canadian jurisdictions. It also included gathering stakeholder perspectives, lived experiences, and commentary through interviews and surveys.

The interviews began in July 2020 and consisted of one-on-one and group discussions with more than 50 individuals and organizations. Participants were selected based on personal and/or professional experience, expertise, and decision-making authority related to students with reading disabilities.

The two surveys conducted by the Commission were conducted online. For the Parent/Student Survey, 183 people chose to provide information

about their experiences and observations. The second survey, designed to be completed by educational and medical professionals, received 293 responses.

In September 2023, the Commission released *Equitable Education for Students with Reading Disabilities in Saskatchewan's K to 12 Schools: A Systemic Investigation Report*.

The report emphasized the need for an early, universal screening strategy; individualized reading interventions; professional assessments; accommodation for all students; as well as a desire for curriculum and reading instruction pedagogy directly supported by scientific research.

### Information Sessions

In February and March 2024, the Commission held a series of four information sessions about the Equitable Education for Students with Reading Disabilities initiative.

These sessions were held for parents (February 27), stakeholders (February 28 and 29), and the general public (March 8).

Featured speakers for the sessions were Alica Smith (Dyslexia Canada), Dr. Andrea Fraser (Mount Saint Vincent University), Maria Soonias Ali (SHRC), and Kirsten Downey (parent).

The speakers discussed reading disabilities, curriculum, instruction, pedagogy, and parental concerns while exploring potential solutions and improvements to the challenges raised in the Equitable Education report.

### Next Steps

The Commission views the Equitable Education



for Students with Read Disabilities report and the ensuing information sessions as initial pieces in an ongoing initiative.

The Commission intends to establish a working group consisting of stakeholders throughout the province to address the issues outlined in the report and to ensure legal obligations and standards are adhered to in accordance with *The Saskatchewan Education Act (2015)* and *The Saskatchewan Human Rights Code, 2018*.

#### SASKATCHEWAN POLICE CONTACT INTERVIEW POLICY: A HUMAN RIGHTS REVIEW

Several years ago, the Commission began hearing concerns from the public regarding the practice of police contact interviews – often referred to as street checks by the public.

The Commission heard from people who believed these contact interviews were discriminatory on the basis of race and other grounds protected under *The Saskatchewan Human Rights Code, 2018*.

At the same time, several high-profile reviews of contact interview/street check policies and practices were underway in other jurisdictions throughout Canada.

Recognizing the complexity of balancing the need to maintain public safety and the need for the public to be free from discriminatory interference, the Commission launched a systemic initiative designed to consider contact interviews within the context of human rights.

As with other systemic initiatives, the Commission sought out stakeholder perspectives through interviews, meetings, and submitted documents.

Three interconnected goals shaped the focus of this systemic initiative:

- To review research, case law, and stakeholder perspectives on the policy, purpose, and practice of contact interviews.
- To determine whether the current contact interview policy complies with the provisions of the *Code*.
- To engage with stakeholders who are involved with the implementation of the policy and/or who can speak to the impact of the policy, with the goal of identifying challenges and unresolved issues.

In December 2023, the Commission released its report *Saskatchewan Police Contact Interview Policy: A Human Rights Review*.

The Commission conducted research and consulted police services throughout the province, the Saskatchewan Police Commission, and numerous community-based organizations to help inform the report.

Throughout the review, stakeholder participants identified the need for additional police training and education, better public education regarding contact interviews, and a lack of trust between police and certain communities as key issues to be addressed.

Other issues included an ongoing uncertainty about the use and prevalence of contact interviews, as well as concerns about contact interview data collection and retention.

### THE USE OF PREFERRED FIRST NAME AND PRONOUNS BY STUDENTS REVIEW

On August 22, 2023, the Saskatchewan Ministry of Education announced a new policy entitled “The Use of Preferred First Name and Pronouns by Students.” This policy introduced a province-wide requirement for parental consent prior to students under the age of 16 using a new preferred name or gender identity in school.

The Saskatchewan Human Rights Commission received inquiries expressing concern about this policy from a number of people. They suggested the new Ministry of Education policy was discriminatory on the basis of gender identity. It was also suggested the policy was a violation of the right to freedom of expression provided for in the *Code*. Meanwhile, a lawsuit challenging the policy was filed against the Government of Saskatchewan on behalf of the UR Pride Centre for Sexuality and Gender Diversity.

On September 8, 2023, the Commission began a review of the Ministry of Education policy in accordance with the Commission’s mandate under the *Code* requiring the Commission to pursue measures to address alleged systemic patterns of discrimination.

Over the last few years, the Commission has developed a detailed and effective process for systemic reviews which includes research, investigation, and stakeholder consultation. It is the practice of the Commission to work with stakeholders to reach amicable resolutions to issues wherever possible.

The Commission consulted directly with a range of individuals and stakeholder groups with different views on the new policy. This included groups of students, parents, and teachers. The Commission

also invited and received written submissions from members of the public. Furthermore, the public was invited to respond to an online survey. A broad range of opinions were received during this period.

On October 12, 2023, the Minister of Education introduced legislation (Bill 137) into the Legislative Assembly that would put the key elements of the preferred first name and pronoun policy formally into *The Education Act, 1995*, and shield such legislation from *Charter* and *Code* challenges.

Bill 137 created a new parental rights section in *The Education Act*. This legislation was passed and subsequently received Royal Assent on October 20, 2023. Since the passage of Bill 137, the Commission’s work has focused on listening to the experiences of students, parents, and teachers about the effects of the new legislation.

The Commission has heard from both parents and teachers that there remains some confusion regarding the new parental rights section of *The Education Act*, and that matters related to gender identity have been conflated with the sexual health education notice and opt-out provisions.

The Commission remains engaged with various stakeholders on these matters and will provide information aimed at clarifying the rights of transgender youth.

### DUTY TO ACCOMMODATE IN INDEPENDENT SCHOOLS

Section 13 of the *Code* provides for the right to education and prohibits discrimination on the basis of disability and other protected characteristics. The prohibition on discrimination includes all schools, not just publicly funded schools.

However, the Commission became aware of instances of failures to accommodate students with disabilities at independent schools in the province. This issue was discussed in the December 2023 report *Making the Grade: Moving Forward in Independent Education*, published by the Saskatchewan Advocate for Children and Youth. Among other suggestions, this report recommends: “The Ministry of Education provide mandatory training to all registered independent schools on their obligations to accommodate students with intensive needs under *The Saskatchewan Human Rights Code, 2018* to the point of undue hardship.”

During the 2023-2024 fiscal year, the Commission began a project aimed at improving the process of accommodation for students with disabilities in independent schools in Saskatchewan. This project is ongoing and will assist the Ministry of Education in responding to the recommendations of the Advocate’s report.

## SYSTEMIC PARTNERSHIPS

Several multi-stakeholder systemic initiatives continued during the 2023-24 fiscal year.

### Disability Services Alliance

The Commission continues to support the efforts of the Disability Service Alliance (DSA) in its efforts to address the needs of people with disabilities living in Northern Saskatchewan.

The DSA members – including the Canadian Mental Health Association Saskatchewan, Canadian National Institute for the Blind, Diabetes Canada, Inclusion Saskatchewan, Métis National of Saskatchewan, Saskatchewan Deaf and Hard of Hearing Services, Saskatchewan Voice of People with Disabilities, the Commission, Spinal Cord Injury

of Saskatchewan, and Vision Loss Rehabilitation Saskatchewan – continue to engage in research that captures the lived experience of people with disabilities.

Based on this research, as well as input from key stakeholders, the DSA created a proposal requesting resources from the Government of Saskatchewan that would help provide better supports for people with disabilities in the North.

In advance of International Day of People with Disabilities, the Commission joined the other members of the DSA for an MLA Reception on November 28, 2023, at the Saskatchewan Legislature. The reception focused on meeting the needs of people with disabilities in Northern Saskatchewan.

The Commission meets regularly with the DSA to advance the aforementioned proposal.

During the last meeting of the 2023-2024 fiscal year, DSA members met with MLA Jim Lemaigre (Athabasca) to discuss the proposal and what the government can do to help the DSA achieve its objectives. Communication between the government and the DSA remains ongoing.

### Healthy Campus Saskatchewan

Since 2021, the Commission has been a community partner with Healthy Campus Saskatchewan – a cooperative effort among 19 post-secondary institutions in the province focused on improving the student experience.

Healthy Campus Saskatchewan supports the well-being and mental health of students through information sharing, research, and implementing practices that enhance and expand on well-established equity and accommodation services.

The stakeholder institutions and community partners continue to work together to create new tools, resources, and learning opportunities for students. This includes awareness and prevention strategies that respond to suicide, sexual violence, and substance use.

Healthy Campus Saskatchewan's vision is healthy and resilient campus communities where students have the knowledge, tools, and resources they need for mental health and wellness and academic/career success.

### **Saskatchewan Association Of Rural Municipalities**

The Commission continues to engage with, and provide public education to, the Saskatchewan Association of Rural Municipalities (SARM). The Commission first met with SARM president Ray Orb and Executive Director Jay Meyer in 2022 to discuss opportunities to connect with rural municipal leadership and determine potential areas of partnership.

Since then, the Commission has published human rights education articles in SARM's quarterly publication, *The Rural Councillor*, as well as in its monthly publication, *The Rural Sheaf*.

On November 30, the Commission's Director of Systemic Initiatives, Robin Mowat, presented "Rural Municipalities and the SHRC: Everything You Wanted to Know But Were Afraid to Ask" at SARM's 2023 Municipal Leaders' Roles and Responsibilities Conference.

During the presentation, Mowat discussed *The Saskatchewan Human Rights Code*, discrimination within a legal context, the duty to accommodate, as well as the Commission's complaint process.

### **Saskatoon Council on Aging**

In May 2023, the Commission joined a committee to assist the Saskatoon Council on Aging in the development and implementation of an online ageism awareness campaign.

Funded by the New Horizons for Seniors Program and the Government of Canada, the "Confronting Ageism: It Starts With You" public education campaign raised awareness about ageism and its harmful effects.

The campaign was designed to shift attitudes towards older adults and aging by providing positive alternatives to negative stereotyping, while creating a more inclusive environment for all.

The campaign was launched on Facebook, Twitter, and TikTok in the fall of 2023 and concluded in March 2024. Campaign messaging reached 19,971 people on Facebook and 17,177 people on Instagram. TikTok videos were viewed 43,111 times.



## PUBLIC EDUCATION

*The Saskatchewan Human Rights Code, 2018* sets out the mandate for the Commission's education and engagement responsibilities, including to:

- forward the principle that every person is free and equal in dignity and rights
- promote an understanding and acceptance of, and compliance with, the *Code*;
- develop and conduct educational programs designed to eliminate discriminatory practices;
- disseminate information and promote understanding of the legal rights of residents of Saskatchewan and conduct educational programs in that respect;
- further the principle of the equality of opportunities for persons, and equality in the exercise of the legal rights of persons, regardless of their status;
- conduct and encourage research by persons and associations actively engaged in the field of promoting human rights; and
- forward the principle that cultural diversity is a basic human right and fundamental human value.

In accordance with the *Code*, the Commission engages in a wide array of educational activities and partnership initiatives such as presentations, workshops, public awareness campaigns and conferences.

The Commission has also established a Business Help Line to educate the province's business sector about rights and responsibilities under the *Code*.

### ENOUGH ALREADY

In 2019, the Government of Canada announced nearly \$1.6 million in funding over five years for a province-wide strategy to address sexual harassment in the workplaces of Saskatchewan.

A coalition consisting of the Saskatchewan Human Rights Commission, the University of Saskatchewan – College of Law, the Saskatchewan Chamber of Commerce, the Public Legal Education Association of Saskatchewan, and the Saskatoon Industry-Education Council were responsible for the allocation of the funds.

Less than a year later, the Enough Already initiative was launched.

The initiative was designed to address and prevent workplace sexual harassment in Saskatchewan through strategic online education campaigns, coaching, education sessions, supporting survivors, online training tools designed to help employers educate and raise awareness about sexual harassment in the workplace, and online training resources for employers, employees, and businesses.

"There were some barriers that we did not anticipate at the beginning of this project," said Nicole White, Project Lead for Enough Already. "We had our public launch and, literally, one week later the COVID-19 pandemic began. So we were a little slow to get started."

Enough Already soon found its stride, and over the next four years provided 340 education sessions to

more than 16,000 people in workplaces throughout Saskatchewan.

“It was encouraging to see the uptake across the province. We were able to engage everywhere from workplaces in rural communities to large municipalities,” said White.

Since 2020, Enough Already has provided training sessions to government workplaces, municipalities, unions, and community-based organizations, as well as trades, law, social work, health, banking, and education organizations.

They’ve spoken to male-dominated workplaces, newcomers, students, people in leadership roles, Indigenous people, and 2SLGBTQ+ persons. Each training session included scenarios specific to that workplace.

“We didn’t go in with canned presentations,” said White. “Whether in-person or online, our training was customizable so it would be better suited and more meaningful for those in attendance.”

Whether being brought in for proactive purposes or as a restorative tool, Enough Already remained focused on creating space for organizations to address workplace issues and create safer, healthier, more respectful work environments.

### **Bystanders and Survivors**

From the beginning of the Enough Already project, emphasis was placed on the role of bystanders.

“We wanted every bystander, every person, who witnesses sexual harassment in the workplace to understand how vital their role is,” said White.

“It was our goal to provide them with the tools to identify sexual harassment when they see it and

techniques to safely diffuse sexual harassment when it happens. It is about having those actions and options available to you in that moment.”

The bystander campaign addressed the reluctance and fears of bystanders and urged those who witness inappropriate workplace behaviour to stand up rather than step aside.

In addition to educating bystanders, Enough Already also engaged with survivors of sexual harassment to best support them in their journey.

“It has been deeply rewarding being able to support survivors, to provide them with the options and resources they need,” said White.

### **Next Steps**

Federal funding for Enough Already ended on March 31, 2024. The initiative, however, will continue with the Sexual Assault Services of Saskatchewan (SASS) taking on the project.

Leading up to the transfer on April 1, Enough Already forwarded nearly 20 employer requests to SASS. SASS will also take over the administration of the website and its many resources, including the online training modules which were used by 450 participants over the years.

“These static online modules are available 24/7 to employers and employees. It’s a wonderful resource that would be nice to see employers include in their onboarding packages,” said White.

“Looking back, we’ve been able to create excellent resources (like the modules) and provide a really strong footprint for SASS to step in and address sexual harassment in Saskatchewan workplaces. They’re a wonderful organization and I’m excited to see what they will do next with the project.”



## LUNCH AND LEARN

In June 2022, the Saskatchewan Human Rights Commission launched its Employment Equity Partner Lunch and Learn Series. Held online, the series features experts from around the province speaking about equity, diversity, and inclusion in the workplace.

During the 2023-24 fiscal year, the Commission hosted six Lunch and Learn events:

1. On October 5, 2023, Karon Shamon – director of Métis Culture and Heritage at the Gabriel Dumont Institute of Native Studies and Applied Research – gave a presentation on how to recruit and retain Indigenous employees.
2. A couple of months later on December 3, 4to40's Donna Flaman spoke about her organization's Inclusive Employment Initiative. During the session, she shared the 4to40 story and talked about the difference the Inclusive Employment Initiative has made in the lives of people with intellectual disabilities who encounter many barriers, especially attitudinal barriers, to employment.
3. The new year began with guest speaker Dana Soonias. On January 25, 2024, his presentation – “Lived Experience of Indigenous Peoples within Government and Large Private Organizations” – explored what reconciliation means to Indigenous people in the workplace and how that impact surpasses the mainstream understanding of culture and diversity in recruitment and retention strategies.
4. The following month, on February 22 Enough Already's Nicole White gave a talk titled “Addressing and Preventing Sexual Harassment in the Workplace”. Nicole explored how to identify sexual harassment and how it impacts people in

Saskatchewan workplaces. She also discussed the role of bystanders, the business case for harassment prevention, and how employers and employees can better address harassment.

5. The Commission's Director of Systemic Initiatives, Robin Mowat, hosted two Lunch and Learn sessions during the 2023-24 fiscal year. The first session, on November 16, 2023, was titled “Human Rights and Hiring Interviews”. It focused on requirements for employers to avoid discrimination in the hiring process. The second session, on March 28, provided guests with the “Commission's Top Ten Tips for Accommodation”. An employer's duty to accommodate was examined, in particular how it relates to employees experiencing disabilities. The session was designed to provide answers to the most frequently asked questions the Commission receives about accommodation.

## BUSINESS HELP LINE

Businesses, particularly those that do not have in-house human resource departments, need information about human rights related questions.

In an effort to be proactive, and to help businesses avoid making mistakes that result in human rights complaints, the Commission established a Business Help Line in 2014.

Businesses and organizations in Saskatchewan can call for human rights advice – free of charge. Every year, the Commission receives hundreds of calls from businesses, service providers, and other employers seeking this type of advice.

Calls can take as little as 10 minutes or can last up to an hour. This past year our Business Help Line received 348 calls.

## PUBLIC EDUCATION SESSIONS

The Commission provides educational sessions to employers, unions, professional associations, community organizations and other groups in the province. These sessions, conducted both online and in-person, provide human rights information to the public and help develop a culture in which rights, as well as responsibilities, are understood and respected.

During the 2023-24 fiscal year, the Commission engaged in the following public education events:

1. Truly Alive Youth and Family Foundation Inc. – June 16, 2023
2. Saskatchewan Landlords Association – September 28, 2023
3. OUTSaskatoon – September 28, 2023
4. Union Labour Law Conference – September 28, 2023
5. SKArts – October 10, 2023
6. City of Saskatoon Diversity, Equity and Inclusion Advisory Committee – October 18, 2023
7. University of Regina – October 18, 2023
8. City of Saskatoon – November 15, 2023
9. University of Saskatchewan College of Law – November 16, 2023
10. University of Saskatchewan Indigenous Student Employment Readiness Program – November 16, 2023
11. Public Policy Forum Academy – November 22, 2023
12. Saskatchewan Association of Rural Municipalities – November 30, 2023
13. Saskatoon Fire Department – December 12, 2023
14. Saskatchewan Workers' Compensation Board – December 13, 2023
15. kihci-okâwîmâw askiy Knowledge Centre Askiy Workshop Series – February 8, 2024
16. Equitable Education for Students with Reading Disabilities Information Sessions – February 27-29 and March 8, 2024
17. Law Society of Saskatchewan – March 8, 2024
18. Saskatoon Police Services – March 15, 2024
19. Saskatchewan School Board Association – March 18, 2024
20. Ukrainian Canadian Congress – April 4, June 8, August 22, October 17, November 9, February 13, March 21 (2023-2024)



## IN THE COMMUNITY

### RAMADAN IFTAR DINNER

On April 1, 2023, Commissioner Mike San Miguel attended the Annual Ramadan Iftar Dinner at the Baitur Rahmat Mosque in Saskatoon for an evening of love, faith, diversity, and unity.

### NATIONAL DAY OF AWARENESS MMIWG2S

On the National Day of Awareness for Missing and Murdered Indigenous Women, Girls, and Two-Spirit People (MMIWG2S), members of the Commission took part in a community-led Red Dress Awareness Walk in Saskatoon.

### SANCTUM SURVIVOR CHALLENGE

On May 25 and 26, Commissioner Fatima Coovadia took part in the Sanctum Survivor Challenge. The event featured community leaders living as if they were homeless for 36 hours on the streets of Saskatoon.

### SOD TURNING CEREMONY

On May 28, Executive Director Norma Gunningham-Kapphahn attended SaskNative Rental's Hart Road Project sod turning ceremony.

The Hart Road Project aims to create a safe, vibrant, and happy place for those in need of affordable housing by giving tenants a good neighbourhood, good neighbours, and access to the amenities they need.

### HOLOCAUST MEMORIAL

On May 28, Commissioners Fatima Coovadia and Jan Gitlin attended the Annual Holocaust Memorial Service at the Congregation Agudas Israel in Saskatoon.

### RECONCILIATION FLAG RAISING CEREMONY

On May 29, the Commission joined members of the community at Civic Square for the Reconciliation Flag Raising ceremony.

The flag is raised to set the stage for the month of June, which marks National Indigenous History Month and includes National Indigenous Peoples Day (June 21).

### PRIDE PARADE

To celebrate Pride Month 2023, the Commission attended the Pride Parade in Saskatoon. Hundreds of people were on hand to recognize, value, celebrate and support LGBTQ2S+ people and their families.

### INDIGENOUS PEOPLES DAY

On June 21, the Commission went to Victoria Park for the Saskatoon Indian & Métis Friendship Centre Community Indigenous Peoples Day Celebration.

### ROCK YOUR ROOTS

In September, on the National Day for Truth and Reconciliation, the Commission attended the Rock Your Roots Walk to support and honour the lost children and survivors of residential schools, their families, and communities.

### TAPESTRAMA CULTURAL FESTIVAL

On September 23, Commissioner Mike San Miguel attended the Tapestrama Cultural Festival in Prince Albert.

### RACE RELATIONS MONTH

On March 1, Chief Commissioner Sikora spoke at City Hall to mark the beginning of Cultural Diversity and Race Relations Month in Saskatoon.

## OUR PEOPLE

### COMMISSION MEMBERS

**Treena Sikora** – Chief Commissioner  
**Rish Malhotra** – Deputy Chief Commissioner  
**Darlene Cooper** – Commissioner  
**Judy Desjarlais** – Commissioner  
**Melissa Ong** – Commissioner  
**Mubarik Syed** – Commissioner  
**Alan Thomarat** – Commissioner

### COMMISSION MEMBERS

**Norma Gunningham-Kapphahn** – Executive Director  
**Jocelyn Putland Wiebe** – General Counsel  
**Scott Newell** – General Counsel  
**Allan Stromberg** – Director of Resolution  
**Robin Mowat** – Director of Systemic Initiatives  
**Karen Materi** – Executive Assistant to the Commission  
**Tamika Salkey** – Administrative Assistant  
**Angela Vandenameele** – Administrative Assistant  
**Rebecca Hoiseth** – Legal Assistant  
**Adam North** – Counsel  
**Alanna Carlson** – Counsel  
**Brett Stevenson** – Counsel  
**Ken Truong** – Intake Consultant  
**Adeniji Soluade** – Intake Consultant  
**Barbara Bibeau** – Intake Consultant  
**Mofoluwaso Osinuga** – Intake Consultant  
**Toni Rempel** – Intake Consultant  
**Clint Pederson** – Mediator

**Shade Adeagbo** – Mediator  
**Patricia Olusola** – Mediator  
**Julie Fendelet** – Senior Investigator  
**Lewanna Dubray** – Senior Investigator  
**Yemi Babatunde** – Investigator  
**Nicole Matsalla** – Investigator  
**Andrea Halstead** – Investigator  
**Maria Soonias Ali** – Systemic Specialist  
**Adam Hawboldt** – Systemic Specialist

### ON LEAVE

**Darrell Seib** – Director of Systemic Initiative  
**Paula Jane Reminger** – Intake Consultant





## BY THE NUMBERS

Summary of Complaints Formalized April 1, 2023 to March 31, 2024 by Grounds and Category

**TOTAL NUMBER OF  
COMPLAINTS:**

522

**TOTAL NUMBER OF  
COMPLAINTS FORMALIZED:**

106

CATEGORIES	TOTAL NUMBER OF COMPLAINTS FORMALIZED													TOTAL GROUNDS	% GROUNDS CITED
	Age	Indigenous Ancestry	Other Ancestry <sup>2</sup>	Marital Status	Disability	Religion	Sexual Harassment	Sex/Gender/Other	Sex/Pregnancy	Family Status	Sexual Orientation	Retaliation	Receipt of Public Assist.		
Education	0	1	2	0	0	0	0	0	0	0	1	0	0	4	2.7%
Employment	5	4	11	0	53	4	7	6	6	9	1	1	0	107	73.3%
Housing	0	0	0	0	1	0	0	0	0	0	0	0	0	1	0.7%
Public Services	1	5	11	0	10	1	0	3	0	1	1	0	1	34	23.3%
<b>TOTAL GROUNDS</b>	6	10	24	0	64	5	7	9	6	10	3	1	1	146 <sup>1</sup>	100%
% Grounds Cited	4.1%	6.8%	16.4%	0.0%	43.8%	3.4%	4.8%	6.2%	4.1%	6.8%	2.1%	0.7%	0.7%		
% Total Complaints	5.7%	9.4%	22.6%	0.0%	60.4%	4.7%	6.6%	8.5%	5.7%	9.4%	2.8%	0.9%	0.9%		

### Notes:

<sup>1</sup> Some complaints allege several grounds of discrimination. For this reason, the total number of grounds cited (146) exceeds the total number of complaints formalized (106).

<sup>2</sup> Other Ancestry includes colour, nationality, place of origin, race, and perceived race.

\*\* The chart provides a breakdown of formalized complaints only.

## Which prohibited grounds were cited in 2023-24 compared to the past five years?

Percentage of formalized complaints by grounds of discrimination cited:

### Disability



### Race- related



### Sex



### Family Status



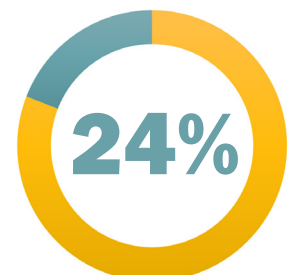
### Age



## INTERSECTIONALITY

No single characteristic defines an individual. In 2023-24, most complaints filed with the Commission were based on one prohibited ground. However, there were also complaints filed with multiple characteristics identified. The intersection of protected characteristics such as race, gender, and disability are not separate but rather interact and intersect in ways that shape a person's experiences.

**In 2023-24, 24% of all complaints formalized by the Commission were based on more than one prohibited ground.**



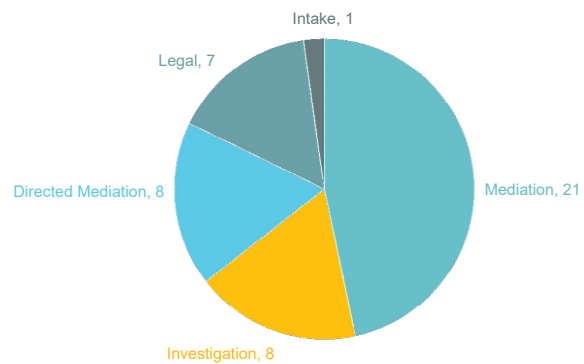


## FINANCIAL SETTLEMENTS 2023-2024

### 2023-24 NUMBER OF MONETARY SETTLEMENTS

INTAKE	1
MEDIATION	21
INVESTIGATION	8
DIRECTED MEDIATION	7
LEGAL	8
TOTAL	45

### NUMBER OF SETTLEMENTS AT EACH STAGE



### AVERAGE MONETARY SETTLEMENTS

	DAMAGE TO DIGNITY	WAGES	OTHER	TOTAL
MEDIATION	\$8,695.24	\$3,587.48	\$10,717.89	\$11,759.62
INVESTIGATION	\$5,902.56	\$1,280.00	\$2,415.80	\$6,666.51
DIRECTED MEDIATION	\$16,214.29	\$32,169.75	\$16,500.23	\$34,834.35
LEGAL	\$18,125.00	\$58,273.13	4,335.34	\$34,319.03

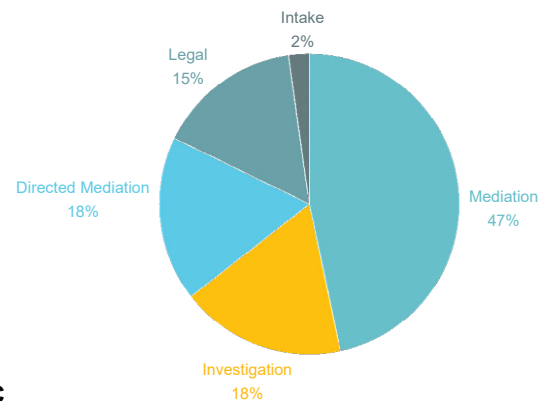
### 2023-24 MONETARY SETTLEMENT TOTALS

	DAMAGE TO DIGNITY	WAGES	OTHER	TOTAL
INTAKE	\$14,000.00	\$40,367.60	-	\$54,376.60
MEDIATION	\$182,600.00	\$10,762.45	\$53,589.47	\$246,951.92
INVESTIGATION	\$47,220.50	\$1,280.00	\$4,831.60	\$53,332.10
DIRECTED MEDIATION	\$113,500.00	\$64,339.50	\$66,000.93	\$243,840.43
LEGAL	\$145,000.00	\$116,546.25	\$13,006.02	\$274,552.27
TOTAL	\$357,320.50	\$233,295.80	\$137,428.02	\$873,044.32

#### MONETARY SETTLEMENTS BY PROTECTED AREA

	NUMBER	PERCENTAGE
RENTAL HOUSING	4	9%
PUBLIC SERVICE	6	13%
EDUCATION	3	7%
EMPLOYMENT	33	73%

#### PERCENTAGE OF SETTLEMENTS AT EACH STAGE



#### MONETARY SETTLEMENTS BY PROTECTED CHARACTERISTIC

	NUMBER	PERCENTAGE
DISABILITY	22	49%
RACE	5	11%
RACE (INDIGENOUS)	3	7%
COLOUR	3	7%
PLACE OF ORIGIN	2	4%
NATIONALITY	2	4%
SEX	12	27%
SEXUAL ORIENTATION	1	2%
GENDER IDENTITY	4	9%
FAMILY STATUS	3	7%
RECEIPT OF PUBLIC ASSISTANCE	1	2%

#### TIME TO MONETARY RESOLUTION (in months)

	AVERAGE	MEDIAN
MEDIATION	14.0	12.2
INVESTIGATION	13.3	12.2
DIRECTED MEDIATION	27.2	22.8
LEGAL	54.5	37.5



The average time it took to  
close a file in 2023-24 was

**8**  
**MONTHS**

**79.2%**

of formalized individual  
complaints occurred in the area  
of employment

**60.4%**

of formalized individual complaints  
involved the prohibited ground of  
disability

**30**

investigated complaints were  
dismissed in 2023-24

**125K**

page views on the Commission's  
website during the 2023-24 fiscal  
year

**18%**

of all individual complaints  
formalized occurred in the  
protected area of public services

**47%**

of individual complaints that  
resulted in monetary settlements  
were resolved in Mediation

**61%**

of calls to the Business Help Line  
were made by Employers

**32%**

of formalized individual complaints  
involved a race-related prohibited  
ground

The Commission received

**71**

more individual complaints  
in 2023-24 than in the  
previous fiscal year

**20.3%**

of individual complaints received  
by the Commission in 2023-24  
were formalized

The Commission's operating budget for the 2023-2024 fiscal year was

**\$2,606,000**





**APRIL 1, 2023 - MARCH 31, 2024**

Number of individual complaints received	522
Number of individual complaints formalized	106
Total number of inquiries	2,755
Disability-related individual complaints formalized	64
Race-related individual complaint formalized	34
Number of individual complaint files closed	507
Number of individual complaints referred to Mediation	109
Number of individual complaints referred to Investigation	69
Number of individual complaints referred to Directed Mediation	18
Number of Pre-Complaint Resolutions	7
Number of individual complaints resolved in Mediation	21
Number of individual complaints resolved in Investigation	18
Number of individual complaints resolved in Directed Mediation	8
Number of Pre-Hearing Conferences	6
Number of Business Help Line inquiries	348
Number of people who engaged with Commission surveys	6,803
Number of media requests	48
Number of media statements/press releases	12
Number of public presentations	30
Number of online public education session views	590

## ***The Saskatchewan Human Rights Code, 2018***

### **Section 24(a)**

The Commission shall forward the principle that every person is free and equal in dignity and rights without regard to religion, creed, marital status, family status, sex, gender identity, sexual orientation, disability, age, colour, ancestry, nationality, place of origin, race or perceived race or receipt of public assistance.