

Nova Scotia Human Rights Commission Settlement Agreement

About Settlement Agreements

Many human rights complaints are settled (closed through an agreement between the parties). When cases settle, there is no decision on whether discrimination happened because only a Board of Inquiry (i.e., public hearing) can do that. Cases settle for many reasons (speed, control over the process, confidentiality, etc.), and each agreement is unique. Settlements do not create “precedent”, meaning they do not influence future Board of Inquiry decisions.

This is an example of a matter that was settled by the parties. The agreement is confidential and therefore any identifying information has been removed or altered.

Area: Employment

Characteristic: Sex (gender), Family Status

Allegation: The Complainant alleged that she and her partner were going through fertility treatments, and she was harassed by her coworkers about her inability to conceive a child. She said her colleagues regularly teased her about not “trying hard enough,” suggested she seek other partners, etc. She said she complained regularly to her employer who did nothing to address these issues. She resigned from her job. She contacted the Nova Scotia Human Rights Commission. With the support of the Commission, the parties reached an agreement to resolve the concerns. This agreement includes the following terms:

Individual Terms

- Reinstatement of employment
- Financial compensation for emotional harm

Public Interest Terms

- Human rights education