

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: Mental disability

Allegation: The Complainant was working as for a professional office. He had a history of depression, but this was controlled with medication. He had been taking anti-depressants for 8 years. There were no concerns about his work performance. He had some personal difficulties and realized, with the support of his doctor, that he was experiencing depression. He advised his supervisor, and had his medication adjusted. Two weeks later, he was fired. His supervisor told him it was because of performance issues, although he had never been given any feedback about performance. He 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

- Letter of reference
- Letter of apology
- Financial compensation for emotional harm

Public Interest Terms

- Development of anti-discrimination policy