

## **Nova Scotia Human Rights Commission Settlement Agreement**

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### **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.

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**Area:** Employment

**Characteristic:** Race/Colour

**Allegation:** The Complainant, a young black woman, was working in a clothing retail store when a new manager was hired. Right away, the manager started making jokes about the employee’s race, suggesting that she was now the manager’s “slave”. The Complainant resigned, and 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**

- Financial compensation for emotional harm

#### **Public Interest Terms**

- Information-sharing on follow-up action with Manager, who took extensive managerial/human rights education
- Human rights education for all current and new employees
- Display of information on the *Human Rights Act* at the workplace