

## **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:** Sex (gender), Family Status

**Allegation:** The Complainant was working as a Supervisor in a retail store. There was a change in company ownership, and her manager told her he was leaving and suggested she would be the best fit for his position. The next day, she was introduced to a co-worker as her new store manager. She later heard that she was not considered for the position because she was a woman, and because they did not think she would be able to live up to the commitments since she had children. She 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**

- Letter of regret
- Common understanding of application process for future opportunities
- Letter of reference

#### **Public Interest Terms**

- Policy changes to reflect the *Human Rights Act*.