

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: Retaliation

Allegation: The Complainant had a colleague who had contacted the Nova Scotia Human Rights Commission because he felt he was being discriminated against on the basis of his religion. The Complainant had said he would participate in that investigation as a witness. He felt that afterwards, he was treated badly at work. He felt he was given less desirable work, he was placed in the middle of management conflicts, and was not treated with respect. He felt he was being retaliated against for indicating he would support his co-worker’s human rights complaint. 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

- Recognition of complainant’s value at workplace
- Acknowledgment she presently has a very desirable work arrangement

Public Interest Terms

- Policy change to improve communication processes