

## **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 (pregnancy)

**Allegation:** The Complainant was working in a construction setting when she became pregnant. Her family physician and obstetrician both advised she was fine to continue working and provided medical notes saying she could still work. She told her workplace and provided the medical authorization to keep working. They told her they did not have any policy relating to pregnant women. They stopped assigning her to shifts. 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**

- Financial compensation for lost wages
- Financial compensation for emotional harm

#### **Public Interest Terms**

- Policy change to reflect *Human Rights Act*