

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: Marital status

Allegation: The Complainant was working in a medical setting at the same location as his wife. The couple worked together at the location for 5 years and both were well-liked. She has specialized expertise and her colleagues were very upset when she resigned. Immediately after the Complainant’s wife left the workplace, he was treated differently. Two weeks after his wife left, he was fired. The reasons provided were his work performance had been poor for the past year, and colleagues felt he was rude. No performance issues had ever been addressed with him. 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