

## **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:** Sexual harassment

**Allegation:** The Complainant was working in an industrial setting. Her male manager often made sexually explicit comments and jokes and posted adult pictures in his workspace. When she tried to address her concerns, he just laughed and continued with the behaviour. She contacted the Nova Scotia Human Rights Commission, alleging that she was sexually harassed. With the support of the Commission, the parties reached an agreement to resolve the concerns. This agreement includes the following terms:

#### **Individual Terms**

- Apology

#### **Public Interest Terms**

- Development of anti-bullying and anti-harassment policy