

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: Physical disability (perceived)

Allegation: The Complainant was working as in a construction job, on contract. He had the expectation that his contract would be renewed. He injured his leg. After a short recovery period, he was able to continue with his original job. At the end of his contract, he was told that he would not be offered another contract. He contacted the Nova Scotia Human Rights Commission, alleging discrimination based on the perception that he was disabled. 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
- Financial compensation for emotional harm
- Customized resume support to help him find another job