

IN THE MATTER OF: The Nova Scotia *Human Rights Act* (the "Act")

and

IN THE MATTER OF: Board File No.: H11-0570

BETWEEN:

Nicole Heim
("Complaint")

and

Hurley Corporation
("Respondent")

-and-

The Nova Scotia Human Rights Commission
("NSHRC")

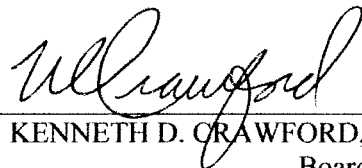
DECISION OF THE BOARD OF INQUIRY
(s. 34 (5) Nova Scotia Human Rights Act)

This is my decision of a Board of Inquiry concerning the above matter. This inquiry was mandated to enquire into an allegation of discrimination under s.5(1)(d)(m) of the Act on the grounds of employment/ sex (pregnancy). I have decided to conclude the inquiry after reviewing the settlement agreement presented by the parties and after considering the public interest.

The complaint was referred to me for conclusion by agreement among all parties pursuant to section 34(5) of the *Act*. I have reviewed the Settlement Agreement which is attached to this decision. It appears the settlement reflects the principal objectives of the *Human Rights Act* in educating persons about the fundamental importance of human rights, education on the values and purposes of human rights, and finally, in settling complaints as the preferred means of resolving human rights disputes that occur from time to time. I commend the parties for their success in reaching the settlement.

Finally, the public interest has been considered and served by resolving this complaint in the manner settled by the parties. I see no further reason to continue the inquiry.

Dated at Hammonds Plains, Nova Scotia, this 13 day of September, 2013.



KENNETH D. CRAWFORD, Q.C.,
Board Chair