

What Is Discrimination?

An intentional or unintentional act, based on a characteristic or perceived characteristic that has the effect of imposing burdens, barriers or disadvantages to individuals that limits their access to opportunities, benefits or advantages in society.

Tips To Prevent Discrimination



Education

Reach out to organizations that offer training.



Communication

Allow for open communication among peers, employees and employers.



Speak Up

When you see an act of discrimination it is your responsibility to say something.

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Know Your Rights

**"...every person is free and equal
in dignity and rights..."**

(Section 2, the Nova Scotia Human Rights Act)

Know Your Rights

What is the Nova Scotia Human Rights Commission?

The Nova Scotia Human Rights Commission (NSHRC) has a unique role within Nova Scotia. It is an independent government agency tasked with administering the Nova Scotia Human Rights Act.

The role of the Commission is to provide a human rights complaint process to resolve allegations of discrimination and help build inclusive communities through public education and training workshops.

How am I protected?

It is against the law for any one to discriminate against you. There are 17 **protected characteristics** covered under the Nova Scotia Human Rights Act. Follow the trail of multi-coloured circles to see them all.



Where am I protected?

Under the Nova Scotia Human Rights Act, there are 7 areas where discrimination is **prohibited**:

- **Employment**
- **Housing or Accommodation**
- **Services and Facilities (stores, restaurants)**
- **Purchase or sale of property**
- **Volunteer public service**
- **Publication, broadcasting or advertisement**
- **Membership in a professional, business or trade association**

How do I make a human rights complaint?

To file a **complaint** with the Nova Scotia Human Rights Commission, the discriminatory act, must fall under a **protected characteristic** and **prohibited area** and within one year of the incident. A simple way to determine if you or someone has been discriminated against, remember this:



CONTACT INFORMATION