



NOVA SCOTIA
Human Rights Commission

SETTLEMENT AGREEMENT

This settlement agreement (“Settlement Agreement”) dated the 12th day of July, 2013.

BETWEEN:

Jean McEachern
 (“Complainant”)

– and –

Waldale Manufacturing Limited
 (“Respondent”)

– and –

THE NOVA SCOTIA HUMAN RIGHTS COMMISSION
 (“NSHRC”)

Background Information

1. The Complainant made a complaint under the *Human Rights Act* on September 18, 2011 against the Respondent alleging discrimination.
2. The Complainant and the Respondent have settled the complaint by this Settlement Agreement and agree to the terms below.

Terms of the Agreement

3. The Complainant and the NSHRC understand and accept that the Respondent does not, by this Settlement Agreement, admit any liability.

4. The Respondent shall deliver to the Complainant the sum of Seven Thousand Five Hundred Dollars (\$7,500.00) general damages, without deduction for income tax or with any other reason within 7 days of receipt of written notification of the Board Chair's approval of this Settlement Agreement.
5. Failure to comply with the terms of this Settlement Agreement will result in the case being forwarded to the NSHRC for further action.
6. The Complainant further releases:
 - a. the Respondent and all of its officers, directors and employees, their agents and representatives from any and all further claims or legal actions related to the facts related to this complaint, or facts related to the employment of the Complainant with the Respondent;
 - b. The Complainant further agrees there are no other side agreements and that the settlement terms in this Settlement Agreement are the only terms.
7. The NSHRC may report publicly the fact of settlement and its terms.
8. All parties understand and agree that the terms of this Settlement Agreement may be subject to disclosure under the *Freedom of Information and Protection of Privacy Act*, and as otherwise required by law.
9. The Complainant and Respondent understand and agree that neither of them has received advice from staff, officers, mediators or the lawyer of the NSHRC, with respect to the terms of this settlement agreement; including but not limited to implications regarding taxation liability under the *Income Tax Act*, employment insurance benefit repayment, or insurance policy repayments.

Signed by:

James McEachern
Witness

Jean McEachern
Jean McEachern

WALDALE MANUFACTURING LIMITED

Senta Long
Witness

Todd Lawrence
Per: Todd Lawrence, President

By the signature of its authorized agent under Section 32(1) of the Act, the NSHRC gives its approval to the terms of this Settlement Agreement.

DATED at Halifax, Nova Scotia this 20th day of September, 2013.

**THE NOVA SCOTIA HUMAN RIGHTS
COMMISSION**

[Signature]