
SETTLEMENT AGREEMENT

This settlement agreement dated

APRIL 15th

, 2013 is

BETWEEN:

**Lloyd Sweeney
"Complainant"**

- and -

Tri-County Regional School Board

"Respondent"

- and -

**THE NOVA SCOTIA HUMAN RIGHTS COMMISSION
"NSHRC"**

Background Information

The Complainant made a complaint under the *Human Rights Act* on May 17, 2012 against the Respondent alleging discrimination.

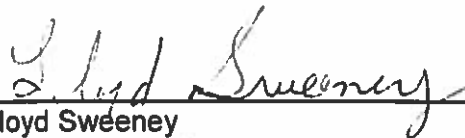
1. The Complainant and the Respondent have settled the complaint by this Settlement Agreement and agree to the terms below.

Terms of the Agreement

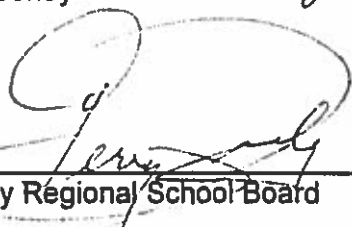
2. The Complainant and the NSHRC understand and accept that the Respondent does not, by this Settlement Agreement, admit any liability.
3. The Respondent understands and accepts that this release of liability does not take away from the significance of the complaint for the Complainant and acknowledges the hurt feelings of the Complainant.
4. The Respondent Board offered Mr. Sweeney his former position as a bus driver on a full time basis, with his seniority reinstated and with all benefits. Mr. Sweeney accepted the offer and returned to his position on December 10, 2012.

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 the parties as follows:
 - a. The Complainant, or anyone representing the Complainant or their estate, will not make any further claims or legal actions against the Respondent, or anyone associated with them, on the facts arising from this complaint.
 - 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 the 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:



Lloyd Sweeney




Tri-County Regional School Board

Per:

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 18th day of April, 2010. ^{13/6/10}


THE NOVA SCOTIA HUMAN
RIGHTS COMMISSION