

Publisher's Note

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LAW OF HUMAN RIGHTS IN CANADA Russel W. Zinn Release No. 1, March 2022

Publisher's Special Release Note 2021

The pages in this work were reissued in August 2021 and updated to reflect that date in the release line. Please note that we did not review the content on every page of this work in the August 2021 release. We will continue to review and update the content according to the work's publication schedule. This will ensure that subscribers are reading commentary that incorporates developments in the law as soon as possible after they have happened or as the author deems them significant.

Changes to chapter and heading numbering have occurred. Please refer to the Correlation Table in the front matter if you wish to confirm references.

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With in-depth analysis, expert commentary and decisions from all jurisdictions in Canada, *The Law of Human Rights in Canada: Practice and Procedure* provides thorough coverage of human rights law and procedure in every Canadian jurisdiction. This resource provides a review of the legislation and its application for all provinces and territories as well as the federal jurisdiction, policy statements from selected jurisdictions, and policies and guidelines on various Human Rights Commissions. It also offers detailed direction on initiating, defending against and preventing human rights complaints. Coverage includes prohibited grounds of discrimination, the defences available to a complaint of discrimination, the remedies available to a complainant and the complaint procedure, including appeals and judicial review.

This release includes updates to the Chapter 18 (Remedies), the updating of three memoranda in Appendix IF: Issues in Focus, and the addition of several policy and procedure documents relating to Canada, Manitoba, and (for the first time) Alberta.

What's New in this Update:

- This release includes updates to the Chapter 18 (Remedies), the updating of three memoranda in Appendix IF: Issues in Focus, and the addition of several policy and procedure documents relating to Canada, Manitoba, and (for the first time) Alberta.

Highlights

- **REMEDIES – APPENDICES** – With this release, Appendices 18A:1 to 18A:2 have been reviewed and updated to December 2021. The Appendices set out the statutory provisions relating to non-pecuniary damages, pecuniary damages, punitive and exemplary damages, reinstatement, compliance powers and systemic remedies in all Canadian jurisdictions.
- **ISSUES IN FOCUS** – When will a Court of Human Rights Tribunal decline to enforce a release executed by a dismissed employee? – With this release, the research regarding that issue in 13 Canadian jurisdictions has been updated to November 2021.
- **ISSUES IN FOCUS** – To what extent does “family status” in human rights codes in Canada require employers to accommodate employees who wish to care for their sick children or elder family members? – With this release, the research regarding this issue has been updated to November 2021, including to address 2021 decisions in Alberta and Ontario.

- **ISSUES IN FOCUS** – What constitutes pregnancy discrimination in employment under Ontario human rights law? – With this release, the research regarding this issue has been updated to December 2021.
- **APPENDICES** – Until now, the book has not included any policies and procedures from the Alberta Human Rights Commission. With this release, the following documents have been added to the text in a new Appendix J: Defences to Human Rights Complaints (April 2021); Duty to Accommodate (April 2021); and Duty to Accommodate Students with Disabilities in Post-Secondary Educational Institutions (April 2021). In Appendix C (Manitoba), two additional timely policies have been added to the text: Discrimination based on COVID-19; and Human Rights and COVID-19 Vaccination Requirements. Finally, this release adds the following policy document to Appendix B (Canada): COVID-19 and mental health in the workplace.

ProView Developments

Your ProView edition of this product now has a new, modified layout:

- The opening page is now the title page of the book as you would see in the print work
- As with the print product, the front matter is in a different order than previously displayed
- The Table of Cases and Index are now in PDF with no searching and linking
- The Table of Contents now has internal links to every chapter and section of the book within ProView
- Images are generally greyscale and size is now adjustable
- Footnote text only appears in ProView-generated PDFs of entire sections and pages