

## History of Human Rights in Canada – CASHRA 2007

**Each small group will answer the questions for the assigned case study number. Designate a reporter to share your results with the larger group.**

1. Is this a violation of human rights, and if so, why?
2. If the individual(s) filed a complaint, what do you think a Tribunal might decide?
3. Do you know when / where in Canada's history this occurred?
4. Other observations or reflections?

1. A woman working at a store, on numerous occasions at work she was addressed and referred to as “*kemosabe*” by her boss, the part owner and general manager of the business, and his father. She asked her boss what the word meant. He replied that it meant “my friend”. She then advised her boss and his father that if they wished to call her “friend” they could use a word in the language of her first nation.

2. “Angela” worked at a fast food restaurant for four years, eventually becoming a Shift Co-coordinator. “Michelle” worked at the same place for five years and became Manager. New owners fired the women. Other employees heard statements from the new owners that women are too emotional to be floor mangers, and at the age of 25 should be starting families anyway.

3. Some workers on a farm were excluded from a “whites only” lunchroom, and taunted with racist insults like "Here are our monkeys" and "Blacks are pigs." They often work 100 or more hours a week, 15 hours a day, no time-and-half, no pay on rainy days when they can't work.

4. A woman volunteered at a rape relief centre. During a training session, a facilitator discerned that she was someone who had not always been a woman. The volunteer confirmed that she had not been a woman since birth, and had been a man for the first part of her life. The facilitator asked her to leave the training session.

5. At an intersection of two major streets in Ottawa, steps were built leading to impressive views of the Rideau Locks toward the Ottawa River and of Parliament. People with disabilities or who are unable to use stairs can go to a site one block away for an elevator, which leads to a different part of the park.