

Human rights in Alberta

Teaching Notes



Alberta
Human Rights Commission

These notes go with the publication *Human rights in Alberta*. Photocopy as needed.

Visit albertahumanrights.ab.ca and link to *Human rights in Alberta* through the quick links. You can order tabloid-sized copies of *Human rights in Alberta*, print a booklet-sized copy, listen to an audio version, and print the Teaching Notes.



Introducing the topic

✓ Read about the 3 people on page 1 of the special issue. Ask students if they have any personal stories to share.

Write down some of the hard words and phrases from page 1. Have students find them on the page. For example: discrimination, discriminated against, areas, grounds, sexually harassing, human rights, Commission, complaint.

Make sure students know that a human rights officer is not the same as a police officer. The word “officer” is used in many job titles. Also, a “commission” is an independent group created by and reporting to government. Commissioners are not government employees and are at arm’s length from the government.

Sharing experiences

✓ Students may talk about their own experiences of discrimination. Possible sensitive topics include sexual orientation and gender, physical and mental disabilities, and religion. Talk about ways to be respectful in class:

- ☞ Listen attentively.
- ☞ Don’t laugh when someone tells a personal story.
- ☞ Don’t make fun of people who are different from you.

Note: You may hear the term “two spirit” or “two-spirited.” In general, it refers to an Aboriginal person who is gay, lesbian, intersexed, bi-sexual or transgendered.

Areas, grounds and case studies

✓ We shortened some titles for the **5 areas** on p. 2 of the special issue. The long titles in the Act are:

1. Employment practices; Employment applications, advertisements or interviews; Equal pay
2. Tenancy
3. Goods, services, accommodations or facilities
4. Statements, publications, notices, signs, symbols, emblems or other representations
5. Membership in a trade union, employers’ organization or occupational association

✓ Go to: albertahumanrights.ab.ca for more information about the **13 grounds**. There are links to case studies under Publications and Resources.

Information about citizenship

The Alberta Human Rights Commission **does not** deal with citizenship matters.

✓ For information about Canadian citizenship and permanent residence status, contact the Citizenship and Immigration Canada Call Centre at: 1-888-242-2100 (free). Or go to these websites:

- ☞ Canadian citizenship: cic.gc.ca/english/citizenship/index.asp
- ☞ Permanent residence status: cic.gc.ca/english/information/faq/pr-card/index.asp

✓ For passport information, call Passports Canada at 1-800-567-6868 or go to: ppt.gc.ca

Information about employment standards

✓ Students may ask questions that relate to the Alberta Employment Standards Code. For information, call Employment Standards.

In Edmonton: 780-427-3731

Outside Edmonton: 1-877-427-3731

Website: employment.alberta.ca/SFW/1224

✓ *Employment Law Protects Workers* is an easy-to-read publication about Alberta employment standards. You can order copies from: alis.alberta.ca/publications

Information for landlords and tenants

Legal Resource Centre: landlordandtenant.org

Service Alberta: servicealberta.gov.ab.ca

Topics for discussion

Jokes and insults

✓ Talk with students about language that hurts people's feelings. Explain that certain jokes or comments are not acceptable in the workplace. They are a form of discrimination. For example:

☞ Don't make jokes about another person's race, religion, disability or any of the other grounds of discrimination. (It's okay to make jokes about yourself.)

☞ Don't call people names or use nicknames that refer to their skin colour, sexual orientation or any of the other protected grounds of discrimination.

✓ Talk about what students can do if someone discriminates against them by telling jokes or calling them names.

☞ If they choose to ignore a joke, those jokes may continue or increase. See Raj's story on page 7. One man made fun of Raj and then others joined in.

Touching in the workplace

✓ Talk about the kinds of touching that are usually acceptable in the workplace: Ask students if they feel it is okay to:

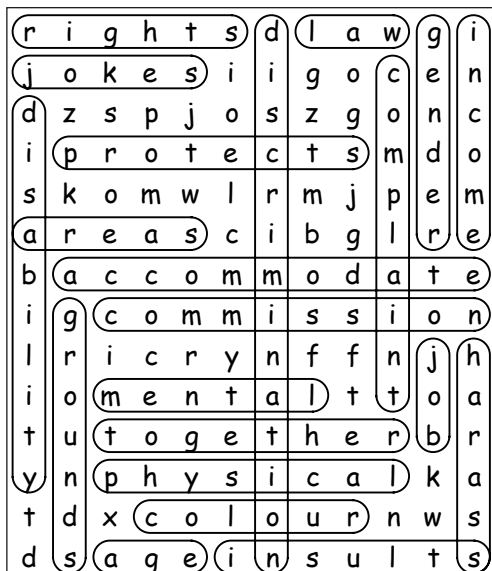
☞ shake hands

☞ touch a co-worker lightly on the arm

☞ pat someone on the back if they are successful at something

Presentations: For information about class presentations by the Commission, call 310-0000 then dial 403-297-8407 (free) or e-mail educationcommunityservices@gov.ab.ca.

Find the words (TN-6)



Answers for exercises

True or false (TN-3)

2. F 3. T 4. T 5. T 6. T

7. F 8. T 9. F 10. F

Areas and grounds go together (TN-3)

Maria — employment

Duane — tenancy

Kau — employment

Amir — employment

Angela — goods and services

George — employment

Ray — tenancy

Monica — employment

Marta — employment

Josh's story (TN-4) (possible answers)

2. He worked at a grocery store.

3. Yes, it was serious.

4. He works at the same grocery store.

5. He was a cashier.

6. He stocks shelves.

7. He can take a break.

8. He found Josh another job at the store.

How many words can you find? (TN-4)

Here are a few of the words in "discrimination."

acid	car	is	oar	sin	stir
acorn	coat	it	radio	sir	tan
act	coin	mad	raid	sit	tar
action	corn	maid	rat	smart	tin
actor	dim	main	rim	snort	toad
ad	dirt	man	rind	soar	tonic
admit	do	mat	road	sod	torn
aid	dot	moan	roam	soda	train
aim	drain	moist	rod	son	trim
and	idiom	most	sad	stain	trio
arm	idiot	nation	sand	stair	
art	in	no	sat	stand	
can	into	nod	scar	star	

Source: <<http://magswordfinder.com>>

Anna's story (TN-5)

1. F 2. T 3. T 4. F 5. F 6. T

Workers' needs (TN-5)

1. guide dog 2. ramp 3. stool 4. holiday
5. breaks 6. hijab

Sybil's story (TN-6)

landlord, income, Human, complaint, form, response, solve

True or false

Answers on page TN-2

Write a T on the line if the sentence is true. Write an F if the sentence is false.

- F 1. Tenancy is one of the 13 protected grounds of discrimination.
- ___ 2. A learning disability is a physical disability.
- ___ 3. Josh's boss accommodated his needs after his bike accident.
- ___ 4. Lani is a female carpenter.
- ___ 5. The law allows John to take his guide dog into restaurants.
- ___ 6. Amir wants to pray at work.
- ___ 7. Maria likes her co-workers' jokes about Mexicans.
- ___ 8. Monica and Nancy are lesbians.
- ___ 9. Sybil's landlord likes to rent apartments to people on welfare.
- ___ 10. George is too old to work.



Areas and grounds go together

Answers on page TN-2

Read about these people. Find the area of discrimination in each story.

Person	Area	Ground
Sybil	tenancy 	source of income
Maria		ancestry
Duane		race
Kau		place of origin
Amir		religious beliefs
Angela		colour
George		age
Ray		family status
Monica		sexual orientation
Marta		marital status

Read Josh's story on page 5. Answer these questions.

1. When did Josh fall off his bike?

He fell off his bike two years ago.

2. Where did he work before his accident?

3. Was his accident serious?

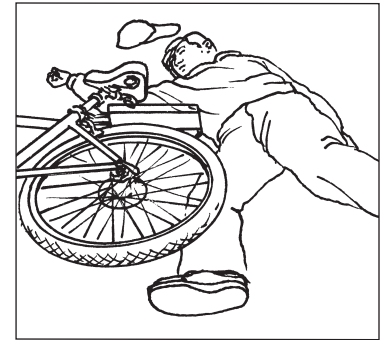
4. Where does he work now?

5. What job did Josh have before his accident?

6. What does he do at work now?

7. What can Josh do when he is tired?

8. How did Josh's boss accommodate his needs?



How many words can you find?

There are 14 letters in the word "discrimination."
How many words can you make out of these letters?

discrimination

sit

Anna's story

Answers on page TN-2

Read Anna's story on page 4. Write T if the sentence is true. Write F if the sentence is false.

- _____ 1. Anna works in a bar.
- _____ 2. Anna's boss often touches her.
- _____ 3. Anna doesn't want her boss to touch her.
- _____ 4. Anna's boss invites her and other employees to go to the bar.
- _____ 5. Anna isn't very upset.
- _____ 6. Anna thinks her boss is harassing her.

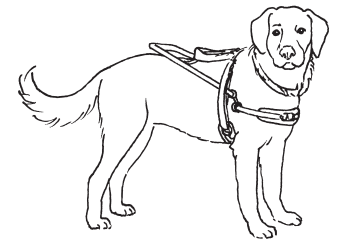


Workers' needs

Answers on page TN-2

Employers must try hard to accommodate their workers' needs. Fill in the blanks with the words in the box.

- 1. I'm blind. I can take my _____ to my office.
- 2. My boss put in a _____ for my wheelchair.
- 3. I'm pregnant. My boss lets me sit on a _____.
- 4. My boss lets me take a day off without pay for a special religious _____.
- 5. I have a brain injury. I get tired easily. My boss lets me take extra _____ at work.
- 6. A cap is part of my work uniform. But my boss lets me wear a _____ instead.



guide dog

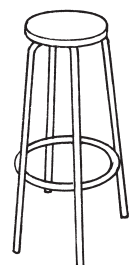
hijab

breaks

holiday

ramp

stool



Fill in the blanks with the correct word from the box.

Sybil loses her job. She starts to get income support (welfare). She gets a letter from her landlord. He tells her to move out.

Sybil thinks her landlord is discriminating against her because of her source of income.

Sybil phones the Alberta Human Rights Commission. She talks to a human rights officer. She learns about her rights.

Sybil talks to her landlord again. He tells her she still has to leave.

Sybil decides to make a complaint form. A human rights officer helps her to fill out a complaint form. A copy goes to the landlord. He writes a response.

Later, the human rights officer helps Sybil and the landlord solve the problem.

complaint form	Human income	job landlord	response solve
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Find the words

Find these words in the puzzle. Some words go across and some go down.

- | | |
|----------------|----------|
| accommodate | income |
| age | insults |
| areas | job |
| colour | jokes |
| commission | law |
| complaint | mental |
| disability | physical |
| discrimination | protects |
| gender | rights |
| grounds | together |
| harass | |

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r i g h t s d l a w g i
j o k e s i i g o c e n
d z s p j o s z g o n c
i p r o t e c t s m d o
s k o m w l r m j p e m
a r e a s c i b g l r e
b a c c o m m o d a t e
i g c o m m i s s i o n
l r i c r y n f f n j h
i o m e n t a l t t o a
t u t o g e t h e r b r
y n p h y s i c a l k a
t d x c o l o u r n w s
d s a g e i n s u l t s
    
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