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
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)

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.

Fault or true (TN-3)

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

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

<table>
<thead>
<tr>
<th>Person</th>
<th>Area</th>
<th>Ground</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sybil</td>
<td>tenancy</td>
<td>source of income</td>
</tr>
<tr>
<td>Maria</td>
<td></td>
<td>ancestry</td>
</tr>
<tr>
<td>Duane</td>
<td></td>
<td>race</td>
</tr>
<tr>
<td>Kau</td>
<td></td>
<td>place of origin</td>
</tr>
<tr>
<td>Amir</td>
<td></td>
<td>religious beliefs</td>
</tr>
<tr>
<td>Angela</td>
<td></td>
<td>colour</td>
</tr>
<tr>
<td>George</td>
<td></td>
<td>age</td>
</tr>
<tr>
<td>Ray</td>
<td></td>
<td>family status</td>
</tr>
<tr>
<td>Monica</td>
<td></td>
<td>sexual orientation</td>
</tr>
<tr>
<td>Marta</td>
<td></td>
<td>marital status</td>
</tr>
</tbody>
</table>
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?

sit
discrimination
Anna’s story

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

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.
Sybil’s story

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

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

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

Sybil phones the Alberta ________ 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 _____________. A human rights officer helps her to fill out a complaint _____________. A copy goes to the landlord. He writes a _____________.

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

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

Find the words Answers on page TN-2

right s dl aw gi
jokes i i gocen
dzspjoszgonc
iproteactsmdo
skomwrmpem
areas cibgle
accommodate
igcmission
lricrynffnjh
iomentaltoa
tutogerbr
ynphysicalka
tdxcolourns
dsageinsults