

FOR IMMEDIATE RELEASE

MEDIA ALERT

**NL Employers' Council Presents**

**The New Human Rights Act: What employers need to know**

**A Workshop for Employers**

**Thursday, November 4<sup>th</sup> at the Delta Hotel & Conference Centre, St. John's**

- WHO:** Richard Alexander, Executive Director, NL Employers' Council (NLEC)  
Darren Stratton, LLB, Partner, McInnes Cooper
- WHAT:** Over 40 employers will participate in a workshop on Human Rights tomorrow in St. John's. In June 2010 Bill 31, an Act Respecting Human Rights was introduced, replacing the Human Rights Code in Newfoundland & Labrador. While a number of changes are beneficial to employers, there are some changes causing concern, including the expanded grounds of discrimination to include criminal conviction. This ½ day workshop, including presentations by Carey Majid, LLB, Executive Director of the Human Rights Commission and Darren Stratton, LLB, Partner with McInnes Cooper, will outline how these changes will impact businesses and what employers need to know to protect themselves from Human Rights complaints.
- WHEN:** **Thursday, Nov 4<sup>th</sup>, 2010**  
9AM – 12PM
- WHERE:** **Delta Hotel**  
St. John's, NL
- WHY:** The NL Employers' Council (NLEC) was involved in consultations with the Department of Justice in the development of the new Act, and a number of the changes suggested in the NLEC's submission have been incorporated into the proposed legislation. Among these changes, the Executive Director of the Human Rights Commission now has the ability to dismiss frivolous complaints. The NLEC is pleased to see this addition to the legislation, as unjustified complaints is a major area of concern for employers. This will provide an added degree of protection for employers and allow the Human Rights Commission to focus their resources on justifiable claims. In addition, the Executive Director of the Human Rights Commission now has the ability to defer a Human Rights complaint that is also being investigated in an alternate venue, such as through a collective agreement and time frames around the complaints process will be addressed in the draft regulations. The new act will protect individuals with past criminal convictions who apply for work unrelated to their past crimes. This is a concern for employers who are wondering what "unrelated to work" will mean. This workshop will offer insight into this and other grey areas for employers in the new Act, using case law from other provinces with similar legislation.

**YOUR COVERAGE IS INVITED –  
PLEASE CONFIRM ATTENDANCE VIA PHONE OR E-MAIL**

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