



Task Title: Dealing with Discrimination

OALCF Cover Sheet – Practitioner Copy

Learner Name: _____

Date Started: _____

Date Completed: _____

Successful Completion: Yes No

Goal Path: Employment Apprenticeship
Secondary School Post Secondary Independence

Task Description:

Use the Canadian Human Rights Commission publication to find definitions and examples of discrimination and harassment.

Main Competency/Task Group/Level Indicator

- Find and Use Information/Read continuous text/A1.2

Materials Required:

- Pen/pencil and paper
- Computer or digital device

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Learner Information

Discrimination is illegal in Canada and everyone is protected under the *Canadian Human Rights Act*. Discrimination affects everyone, whether you personally experience discrimination or witness it in the workplace.

Copy and paste this website address into the computer browser:

https://www.chrc-ccdp.gc.ca/sites/default/files/publication-pdfs/discrimination_2020_eng.pdf

Scan the document "Discrimination: What can I do about it?"

Work Sheet

Task 1: How is discrimination defined?

Answer:

Task 2: List five examples of grounds for discrimination under the *Canada Human Rights Act*.

Answer:

Task 3: What are three types of discriminatory acts that could be made a human rights complaint?

Answer:

Task 4: List two examples of harassment.

Answer:

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Task 5: What can you do if you have been harassed or discriminated against?

Answer:

Answers

Task 1: How is discrimination defined?

Answer: Discrimination is an action or a decision that treats a person or a group unfairly or negatively for reasons such as their race, age or disability.

Task 2: List five examples of grounds for discrimination under the *Canada Human Rights Act*.

Answer: Any five of the following:

- race
- national or ethnic origin
- colour
- religion
- age
- sex (includes pregnancy)
- sexual orientation
- gender identity or expression
- marital status
- family status
- disability (includes physical or mental disability)
- genetic characteristics
- a conviction for which a pardon has been granted or a record suspended

Task 3: What are three types of discriminatory acts that could be made a human rights complaint?

Answer: Any three of the following:

- being fired or demoted
- being denied a promotion
- being denied a service
- being harassed
- not having a specific need of yours accommodated at work or when receiving a service
- lack of fully accessible spaces at your work or when receiving a service
- lack of fully accessible information at your work or when receiving a service

Task 4: List two examples of harassment.

Answer: Any two of the following:

- a bank-teller taunting you about wearing your hijab
- a manager making inappropriate jokes in your presence about persons with disabilities
- a colleague putting you down because of your sexual orientation

Task 5: What can you do if you have been harassed or discriminated against?

Answer: You may be able to file a human rights complaint with the Canadian Human Rights Commission, or with a provincial or territorial human rights agency.

Performance Descriptors

Levels	Performance Descriptors	Needs Work	Completes task with support from practitioner	Completes task independently
A1.2	scans text to locate information			
	locates multiple pieces of information in simple texts			
	reads more complex texts to locate a single piece of information			
	obtains information from detailed reading			

This task: Was successfully completed Needs to be tried again

Learner Comments:

Instructor (print):

Learner (print):
