

Task Title: Dealing with Discrimination

# OALCF Cover Sheet – Practitioner Copy

**Learner Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Date Started: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Date Completed: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

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| --- | --- | --- |
| **Goal Path:** | Employment | Apprenticeship |
| Secondary School | Post Secondary | Independence |

**Successful Completion:**  Yes No 

**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

# 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:

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**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:

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# 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):

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