

Human Rights legislation prevents discrimination in the workplace that is based upon: sex; ancestry; place of origin; marital status; sexual orientation; age and creed.

Thus, if you believe that your Employer has discriminated against you based upon one of these prohibited grounds of discrimination then you may be entitled to file a human rights complaint. In the alternative, you may commence a legal action based upon a human rights violation provided that this action is combined with another cause of action, for example, a wrongful dismissal claim. For example, if you feel that you were terminated due to the fact that you advised your Employer you were pregnant and planned on taking a pregnancy leave you may be in a position to sue for both wrongful dismissal and a breach of the applicable human rights legislation.