News

More Information on Family Status Accommodation

Date: May 27, 2008

As many of you will know, we are currently presenting a series of client conferences across the province. One of the human rights issues we have been featuring in our conferences is the accommodation of family status. We have received some requests from attendees for case citations for some of the decisions referenced in our presentation, so as to permit some further reading on the subject. Many of the cases are available on-line, and we have provided links to free internet resources where possible. If you are having any difficulty locating a case, please feel free to contact your Hicks Morley human rights lawyer who can provide you with the assistance you need.

Many cases cited in the presentation can be obtained on CanLII. For those of you not already "in the know", CanLII is a very useful database containing thousands of Canadian legal decisions. While CanLII currently focuses mainly on court decisions, the collection of labour and employment materials (including human rights materials) is growing at a rapid pace. You can search for cases on CanLII by case name and also by CanLII citation, so we have provided the case names and citations below:

- *Brown v. Canada (Department of National Revenue),* 1993 CanLII 683 (CHRT)
- *Health Sciences Association of B.C. v. Campbell River and North Island Transition Society*, 2004 BCCA 260 (CanLII)
- *Hoyt v. Canadian National Railway*, 2006 CHRT 33 (CanLII)
- *Johnstone v. Canada (Attorney General),* 2007 FC 36 (CanLII) and Canada *(Attorney General) v. Johnstone*, 2008 FCA 101 (CanlLII)

A decision by the Saskatchewan Human Rights Tribunal which is featured in the presentation, *Palik v. Lloydminster Public School Division #99*.

Two arbitrations referenced in the presentation are not readily accessible on the internet, but complete citations are provided below:

- *Canada Post Corporation and Canadian Union of Postal Workers (Sommerville)*, Re (2006), 156 L.A.C. (4th) 109 (Lanyon)
- *Canadian Staff Union and Canadian Union of Public Employees (Reynolds),* Re (2006), 88 C.L.A.S. 212

In addition, the Ontario Human Rights Commission's policy on the accommodation of family status can be found at: www.ohrc.on.ca/en/resources/Policies/fampolicy