

Human Resources Legislative Update

Gender Identity, Gender Expression Amendments to *Human Rights Code* Now In Force

Date: July 3, 2012

On June 19, 2012, Bill 33, [Toby's Act \(Right to be Free from Discrimination and Harassment Because of Gender Identity or Gender Expression\), 2012](#) received Royal Assent and came into force on that date.

[As previously reported](#), Bill 33 amends the *Human Rights Code* to specify that every person has a right to equal treatment without discrimination because of gender identity or gender expression with respect to:

- services, goods and facilities (s. 1);
- accommodation (ss. 2(1));
- contracting (s. 3);
- employment (ss. 5(1)); and
- membership in a trade union, trade or occupational association or self-governing profession (s. 6).

The Bill also amends the *Code* to specify that every person has a right to be free from harassment because of sexual orientation, gender identity or gender expression with respect to accommodation (ss. 2(2) and 7(1)) and employment (ss. 5(2) and 7(2)).