

## About the Authors



**Brenda Bowlby** is a partner in the law firm of Hicks Morley LLP and has been practising education, human rights and employment law since she joined the firm in 1981. Ms. Bowlby regularly represents school boards and colleges on human rights issues in various

venues including arbitrations, the Human Rights Tribunal of Ontario, the Special Education Tribunal and the courts. She was counsel for the school board in *Eaton v. Brant County Board of Education*, from the Special Education Tribunal up to the Supreme Court of Canada. Ms. Bowlby is a frequent speaker at conferences and has written numerous articles on human rights and special education issues. She is currently working on a revised edition of **An Educator's Guide to Special Education Law**, also published by Canada Law Book.



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Regan develops and reviews workplace policies and presents workplace harassment and discrimination training. Ms. Wootton Regan previously practised employment and labour law with the Toronto law firm, Hicks Morley LLP.

The **only text** dealing with the impact of **human rights legislation** on education law

# An Educator's Guide to Human Rights Second Edition

Brenda Bowlby, Daniel Michaluk and Jennifer Wootton Regan



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## Can you recognize a human rights issue in your school? Do you know the proper steps to manage a complaint?

Many legislative changes have occurred in human rights law making it more important than ever to understand and comply with the legislation.

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### Comprehensive strategies and practical advice

Written in a forthright manner, the authors set out clear definitions of what discrimination is and discuss how to deal with specific areas that tend to arise in the day-to-day work of administrators and teachers. This includes:

- religion
- family status
- special needs students
- student discipline
- hiring policies
- absenteeism
- ... and more

Discussing legislation, recent cases and new issues, this resource helps educators to recognize and avoid human rights complaints and deal with them should they arise.

### Re-written to explain changes to the law and to help you deal with a multitude of new issues

#### New coverage in this Second Edition includes:

- how revisions to the Ontario *Human Rights Code* have changed the way complaints are handled, providing coverage of the new enforcement provisions of the *Code*
- how recent amendments to the *Education Act* have altered the mandatory nature of student discipline to ensure certain segments of the student population are treated fairly
- how case law on accommodation in the workplace has changed the way the rights of individuals and the cost of accommodation are balanced
- recent court decisions dealing with human rights and education, such as *Multani v. Commission Scolaire Marguerite-Bourgeoys* - a case regarding Sikh students carrying kirpans in schools

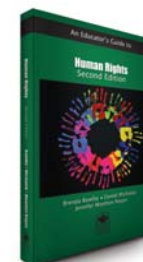
### Understand what your legal rights and obligations are

**An Educator's Guide to Human Rights, Second Edition** provides an overview of the laws and cases to help everyone involved in the education system deal with the sensitive issues of human rights confidently and effectively.

#### All chapters are revised with new and rewritten chapters on:

- Accommodation of Family Status
- Student Discipline
- Accommodation of Religion
- What to Expect If You Receive A Legal Claim
- ... and much more.

**An Educator's Guide to Human Rights, Second Edition** helps you understand the laws so that you can confidently and effectively deal with human rights issues in education.



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