



Preparing your human rights complaint

QUESTIONS YOU MAY BE ASKED

To determine if your complaint falls under the jurisdiction of the Nova Scotia Human Rights Act, a Human Rights Officer will ask questions such as....

WHAT IS YOUR PROTECTED CHARACTERISTIC(S)?

Refer to the list of protected characteristics on the N.S. Human Rights Act document. Which one/ones apply?

WHEN THE DISCRIMINATION START? EXAMPLES?

A timeline of events for personal records will come in handy. You can always refer to it and use it to keep dates straight etc.

WHY DO YOU THINK THIS WAS DISCRIMINATORY?

How was the poor treatment connected to your prohibited characteristic(s)?

ARE YOU THE ONLY ONE?

Is this a pattern at your workplace? How were/are others treated in comparison?

HOW HAS IT IMPACTED YOU?

A poor workplace situation can impact people differently. Be honest about how this has affected you, at work and beyond.

DID YOU TRY TO RESOLVE IT? HOW?

Include times when you tried to resolve the issue in your timeline. Refer to these dates/instances.

