



Nova Scotia

HUMAN RIGHTS ACT

The **Nova Scotia Human Rights Act** prohibits actions that discriminate against people based on a "protected characteristic" when it comes to their employment.

PROTECTED CHARACTERISTICS

- Age
- Race
- Colour
- Religion
- Creed
- Ethnic, national or aboriginal origin
- Sex (including pregnancy)
- Sexual orientation
- Physical and mental disability
- Family Status
- Marital Status
- Source of income
- Irrational fear of contracting an illness or disease
- Association with protected groups or individuals
- Political belief, affiliation or activity
- Gender Identity
- Gender Expression

In addition to protection from discrimination, the Act prohibits harassment based on any of these characteristics. This includes sexual harassment.

EXAMPLES OF WORKPLACE DISCRIMINATION

- Denied a job because you wear a hijab
- A job posting that seeks to hire only men
- Receiving sexually suggestive emails
- Fired for your age
- Replaced during a medical or parental leave
- Being taunted for your sexual orientation
- Use of racial slurs

If you think you've faced discrimination at work, you can file a complaint with the **Nova Scotia Human Rights Commission** within **12-months** of the last date of alleged discrimination.

