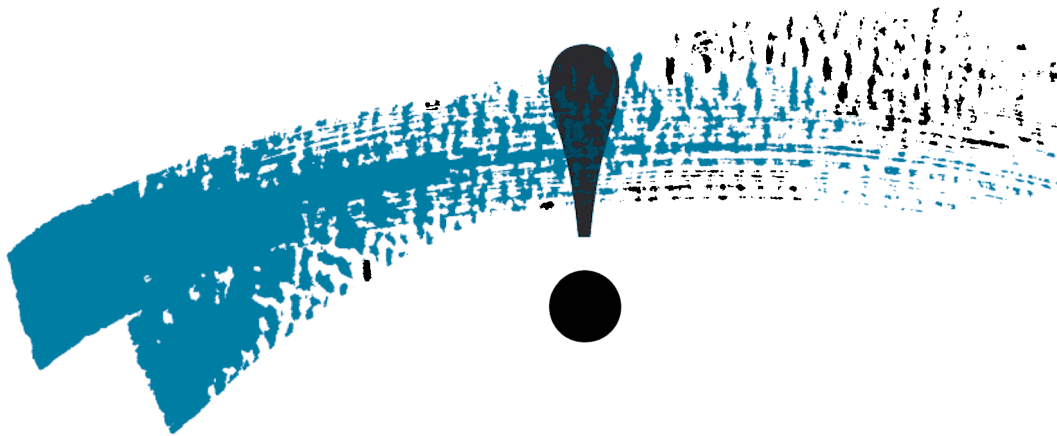


# It's Your Right



**Student's Manual**



Canadian  
Heritage

Patrimoine  
canadien

This Student's Manual  
belongs to the Kit  
"It's Your Right"

This Manual contains 8 modules:

- Basic Rights and Freedoms
- Tenant's Rights
- Age
- Disability
- Sexual Harassment
- Equal Pay
- Employment Rights
- Race, Colour and Ethnic Origin

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Canadian Heritage  
Ottawa, 1987

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This text has been written as a pedagogical tool  
and is not intended to be a source of legal  
expertise.



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# It's Your Right !



*Basic Rights and Freedoms*

## Missing!

Imagine one day you are walking along the road. You pass two policemen standing at the corner. Suddenly one of the policemen calls out, "Hey, you! You're under arrest!"

The policemen drag you off and push you into the back of a van. When you struggle they hit you over the head with their sticks and kick you. They won't tell you why you have been arrested or where they are taking you.

Eventually the van stops and you are dragged out. You tell the policemen that you want to use the phone to call your family or a lawyer. No one answers you. You are thrown into a cell. You still don't know why this is happening or where you are.

You lie in the cell for hours. You begin to feel hungry and very thirsty but no one comes near you even when you bang on the door. For all you know you may be locked in this cell until you die.



Stories like this happen often in some countries. Do you think this could happen to you in Canada?

It shouldn't. Why? Because in Canada our **Human Rights** are protected by the law.

In Canada, the law says:

- \* we cannot be arrested without being charged with a crime
- \* we must be told what the charge is
- \* we cannot be held in prison without trial
- \* we always have the right to seek legal help



In many countries it is dangerous to disagree with the government. In Canada we have the right to say what we think even if it is critical of the government. We can speak to our friends, we can hold meetings, we can write to the newspapers. We can even march up and down in the street with placards saying "Down with the government," if we wish. No one can lock us up or beat us up for doing this. Our laws promise us this freedom.

We have many other rights too. We have civil rights such as the right to privacy — no one can come into our homes without our invitation. Even the police cannot come into our homes without a warrant.

We have political rights such as the right to vote or to stand for election

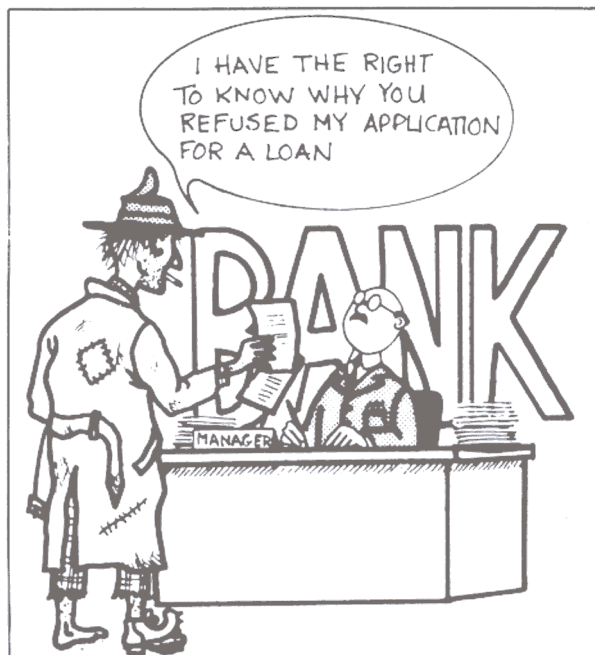
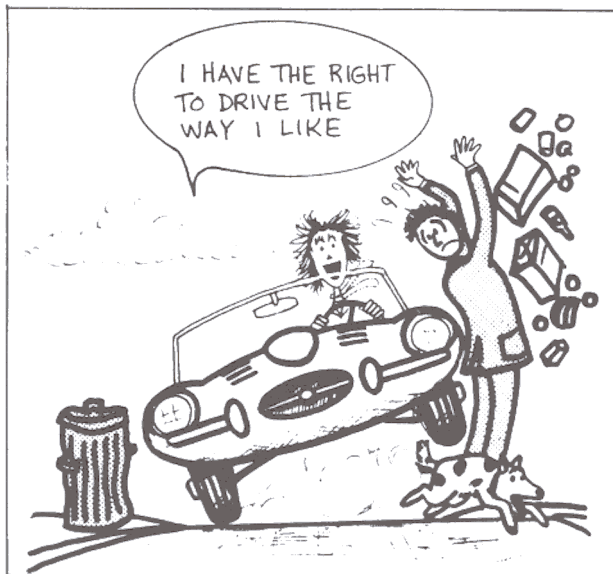
We have rights as workers and rights as tenants. Old people have special rights, so do children and hospital patients. We all have the right to be treated equally, whatever our sex, our race, or our age.

Most of these rights are written in the law and protected.

## Have The Right To .

Sometimes the things we like to do make life unpleasant for other people. Our right to do what we like makes it impossible for them to do what they like. Our rights might have to be limited to protect other people.

Do you think the people in these pictures should have the right to do what they want?









Choose two of these people to write about. Say whether you think they are right or wrong.

# It's Your Right



*Tenants' Rights*

# Your Rights As A Tenant

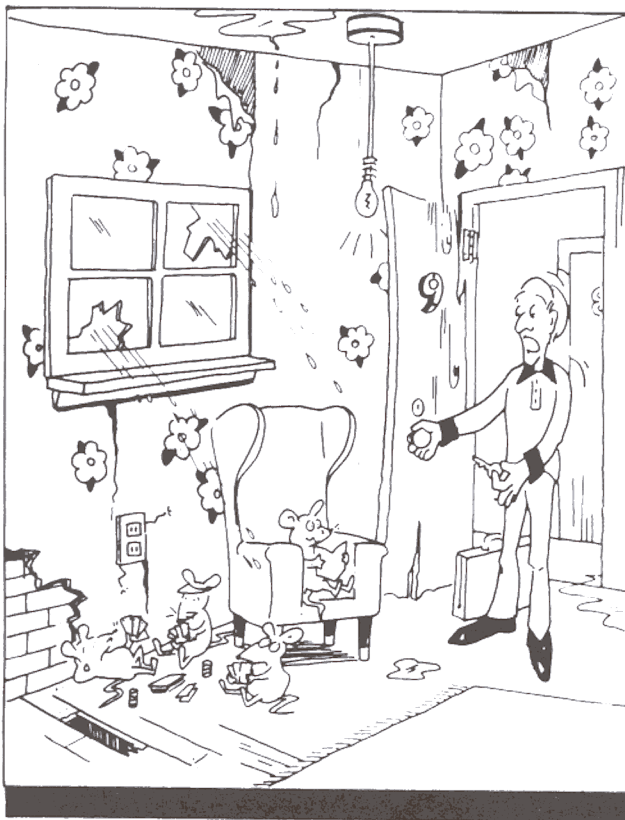
One of the basic human rights is decent accommodation. To protect our right to a reasonable place to live, there are a number of laws.

Some of them make sure that people are good neighbours. City by-laws for instance stop people piling their front yard up with garbage or keeping dangerous pets.

Zoning laws try to protect our homes from industrial smells or noise. Building codes make sure our homes will be safely built.

The laws protecting tenants' rights are among the most important in giving many people a decent home. The various provinces have passed a number of laws protecting the rights of tenants. There are some differences between the provinces but certain rights are guaranteed all over Canada.

Your rights as a tenant include:



\* the right to reasonable maintenance



\* the right to heat and water



\* the right to due process of eviction



\* the right to privacy

Your province or territory may guarantee you more rights. See if you can find out about tenancy laws in your area.

## Case History #1

**Andy:** Hi Ellen. What are you doing with those cans of paint?

**Ellen:** I'm going to paint my apartment. The landlord promised to do it months ago, but he hasn't. I'm fed up with the dirty walls, so I'm going to do it myself.



**Ellen.** Hi, Beth. I came to borrow the paint brush you promised me.

**Beth.** Well, you can have the paintbrush if I can put my food in your fridge. Mine broke down again. The landlord promised me a new one six months ago but I'm still waiting.

**Mark:** Oh, hi. I'm glad I found you both. I'm trying to arrange a meeting with all the tenants here. There are so many complaints about this place, but the landlord never seems to do anything about them.

**Beth:** Great idea. I'll certainly come.

**Mark:** O.K. Here's the list of complaints; the apartments are freezing cold in winter, sometimes we go for days without hot water, the apartments all need painting and decorating, the stoves and fridges break down all the time, the hall lights never work and of course, the place is full of cockroaches. Now, what are we going to do about it?

**Tenant:** I think we should go to the Tenants Association. They can tell us what to do.



## Discussion

1. Why is Ellen painting her apartment?
2. Why does she go to visit Beth?
3. Why does Beth want to put her food in Ellen's fridge?
4. Has Beth talked to the landlord about the problem?
5. Why is Mark arranging a meeting with the tenants?
6. What kind of problems are the tenants having?
7. What are they going to do about it?
8. If you are a tenant have you ever had problems with your landlord?
9. What did you do?
10. What advice or help do you think the Tenants Association will give the people in the story.



## Case History #2

Julie and Carl have been living in their rented apartment for two years. On June 15, their landlord phoned them and said they had to move out by July 1.

Julie and Carl started to look for a new place right away. They couldn't find anything. They were very upset. They phoned their landlord and asked if they could stay a while longer. The landlord said "No". He wanted to convert the apartment into bachelorettes.

One day when Julie and Carl came home they found the landlord in their apartment. He told them he would cut off their water supply if they were not out by July 1.

1. How many things did the landlord do that violated Julie's and Carl's rights as tenants?
2. What rights do tenants have?
3. What rights do landlords have?

## Case History #3

My name is Ron Gregg. I work as a window cleaner. I don't make a lot but I'm my own boss and I like that. There's no pension though, of course, so I have to plan for my retirement. I have to live downtown now to be near the job but once I retire, the wife and I thought it would be nice to move out of the city and have a bit of garden. So we bought a little house and I fixed it up really nicely. We thought we could rent it out for a few more years until I'm ready to retire and then we could live in it ourselves.

We rented it to a young couple with a couple of children. The rent isn't high, I just wanted to make enough to cover the mortgage. I really made a mistake, though. The tenants aren't as nice as I thought they were. They never pay the rent on time. They don't seem to realize that I have to pay the mortgage on time.

They have three cats. They've ruined the carpets and torn the screen on the front door. The tenants want me to put in new screens but I've already replaced them once. The kids have scribbled all over the wallpaper and someone's kicked a hole right through the bathroom door. The washing machine is broken too. They want me to get a new one, but I can't afford that. They'll only break it again. The last time I got it fixed it turned out the pump was jammed up with all sorts of rubbish. All they have to do is empty the pockets before they wash things, but that's too much trouble it seems.

Even the neighbours are complaining because they play their music too loud late at night. I've told them they have to move out if they don't shape up but they just laugh at me and say I can't evict them unless I want to move into the house myself. I don't know what to do. I don't mind spending money to keep the house in good repair but they're just ruining the whole place.

## Writing

Write down a list of five complaints Mr. Gregg has. Here are some clues: rent, pets, children, washer, noise.

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_
5. \_\_\_\_\_

## Discussion

1. Why did Ron Gregg buy the house?
2. What repairs has Ron Gregg already done for the tenants?
3. Would you like to have Ron Gregg as your landlord? Why or why not?
4. Do you think Mr. Gregg has the right to evict this family? Why or why not?
5. Imagine that you are Mr. Gregg's tenant. Write three sentences about your landlord and the house.

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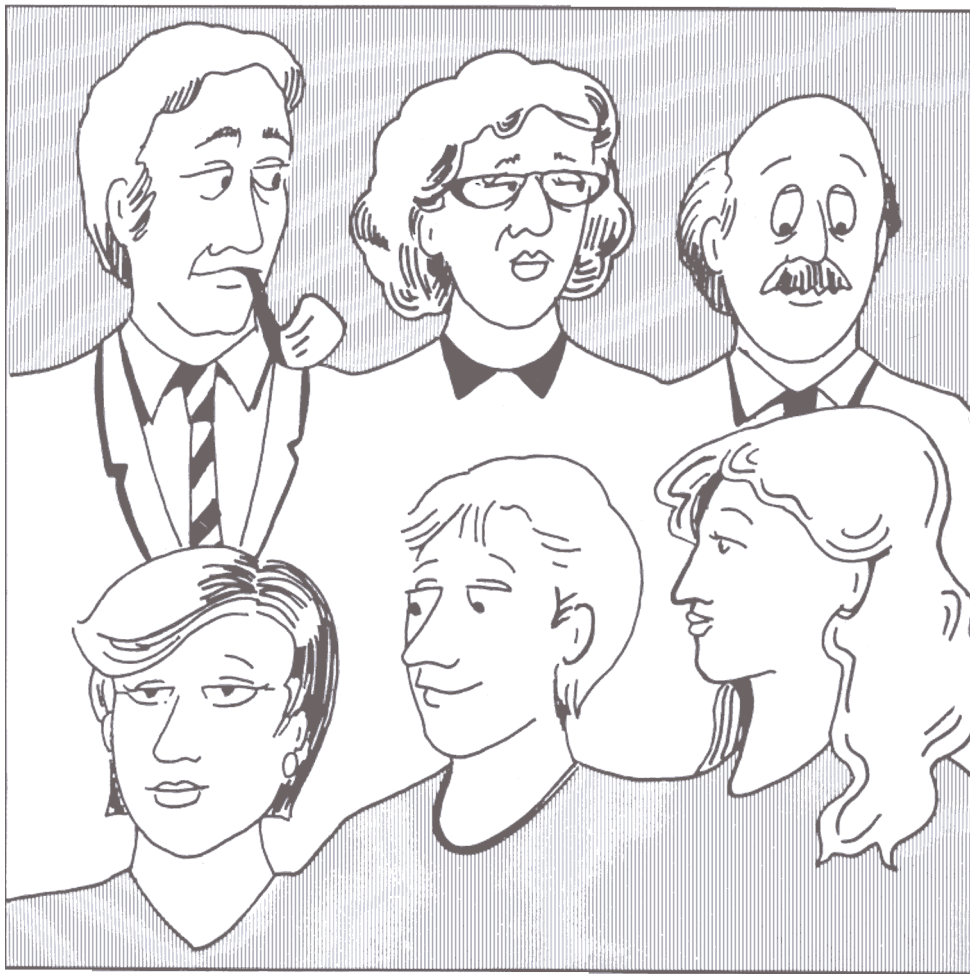
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# It's Your Right !



*Ages*

## Case History #1

### **21-year old too young to rent apartment**

21-year old Harry Rankin of Kingston, was refused an apartment at Hillside Towers recently.

“A friend who lives in the building told me there was a vacant bachelor apartment so I went along to look at it,” says Harry Rankin.

“The rental agent asked me how old I was. When I told him I was 21 he said I was too young.”

According to the rental agent, Hillside Towers only rents to people over 25.

“This seems unfair to me. I have a job and can pay the rent easily. Besides, a friend of mine lives there and she’s only 23,” Rankin says.

Rankin has decided to take his case to the Human Rights Commission. The new human rights legislation prohibits discrimination on the basis of age.

Harry Rankin’s statement to the Human Rights Commission looked like this

1. On April 17, 1985, I went to Hillside Towers, 16 Rosehill Avenue, to look at an apartment for rent.
2. I went to Hillside Towers because I had heard from a friend that they had bachelor apartments to rent. There was also a sign outside the building, advertising bachelor apartments.
3. I went to see the rental agent for the building, Mr. Paul Kingsley.
4. I told Mr. Kingsley I was interested in renting a bachelor apartment.
5. Mr. Kingsley asked me how old I was.
6. I told him I was 21.
7. He said he could not rent an apartment to me.
8. I asked him why and he said that I was too young. He couldn’t rent to any one under 25 years old.
9. I told him that my friend Ella Searle lived in the same building and that she is only 23 years old.

## Discuss These Questions Together.

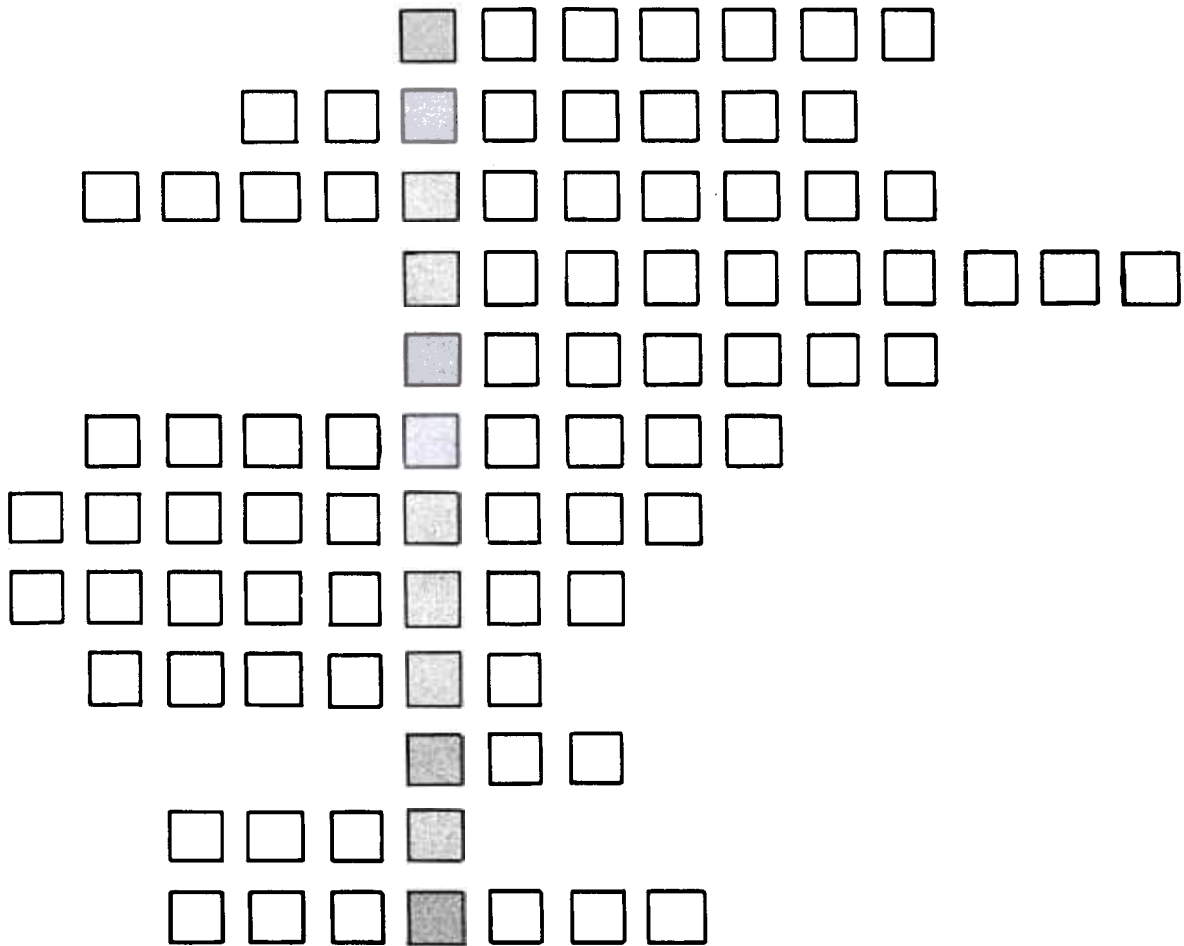
Does the story have enough information for you to answer them all?

1. Does Harry have a steady income?
2. What job does Harry do?
3. How did he find out about the apartment at Hillside Towers?
4. Where has he lived up to now?
5. What is Mr. Kingsley's first question?
6. Does Harry get to look at the bachelor apartment?
7. Why doesn't Mr. Kingsley want to rent an apartment to Harry?
8. Does his reason seem right?
9. If Hillside Towers only rents to people over 25, why do you think they let Ella live there?
10. If you were a landlord, would you rather rent to someone over 25 years old? Why?

# Word Puzzle

Use the clues to fill in the spaces in the puzzle. The letters in the box make a new word.

1. Harry \_\_\_\_\_ to go to the Human Rights Commission.
2. Harry's friend has an apartment in the same \_\_\_\_\_.
3. \_\_\_\_\_ is another word for laws.
4. The Human Rights \_\_\_\_\_ helps Harry.
5. Hillside Towers \_\_\_\_\_ to rent to Harry.
6. The law \_\_\_\_\_ discrimination on the basis of age.
7. Harry wants to rent a bachelor \_\_\_\_\_.
8. Mr. Kingsley's first \_\_\_\_\_ is about Harry's age.
9. Harry's friend has told him that there is a \_\_\_\_\_ apartment.
10. Harry is not given the apartment because of his \_\_\_\_\_.
11. Harry says he can afford to pay the \_\_\_\_\_.
12. It is \_\_\_\_\_ to discriminate on the basis of age.



## Writing

Write down the answers to the following questions and you have written Harry's story.

1. Why did Harry go to Hillside Towers?
2. What did the rental agent ask him?
3. Why couldn't Harry rent the apartment?
4. Where did he decide to go for help?

1. Harry. ..

2. The rental agent. ..

3. Harry. ..

4. He. ..

Did Harry's story have a happy ending? This article appeared in the newspaper six months later.

### **21-year old gets apology from apartment owners**

Harry Rankin, the 21 year old who complained when Hillside Towers refused to rent him an apartment earlier this year, has received an official apology from the owners of the apartment building.

Rankin took his case to the Human Rights Commission when he was told that he was too young to rent an apartment. "They never asked me about references or even what my salary was." says Rankin.

In addition to the apology, Rankin has received a promise of the first available bachelor apartment in the building.



## Case History #2

A young couple, Diana and Andy, both 19, filled out an application form for a vacant apartment in Manor Apartments. They were told that they could not have the apartment because they were too young. They filed a complaint of discrimination because of age.

While their complaint was being investigated, they moved into another apartment at King Lea. The rent at King Lea was higher than the rent at Manor Apartments but they could not find anywhere cheaper.

The investigation showed that Diana and Andy had been unfairly discriminated against on the grounds of age. Because they had had to pay higher rent at King Lea, the management of Manor Apartments had to give them money in compensation. They also had to promise that they would offer the first available apartment to Diana and Andy.

Look at the figures below.

Diana and Andy stayed at King Lea for three months.

How much money did Manor Apartment have to give them?

Rent at Manor Apartments  
Rent at King Lea

\$300 per month  
\$375 per month



## Discussion

The federal government and most provincial governments give young and old people basically the same rights. There are some situations, however, where age can affect things. Children and senior citizens can pay cheaper fares on buses and trains. The province can decide that you must be a certain age to drive a car.

What age limits are there in your province? Do you think they are fair? Some of the things to think about are: voting, drinking alcohol, driving a motor bike, retiring, getting married, getting a pension, etc.

## Writing

Write a sentence telling why these people can or cannot do what they want.

Bill is 17. He wants to buy beer.

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Alice is 14. She wants to quit school.

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Lena is 18. She wants a driver's licence.

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## Case History #3

Mostly in Canada, people are refused goods or services or accommodation because they are too young. Sometimes though, people can be refused things because they are too old.

This is Mr. Anderson's story.



I'm a pensioner. I've lived by myself ever since my wife died eight years ago. I'm 72 but I'm very fit and I look after myself very well. Last year I decided that this house was too big for me now I'm all by myself so I decided to look around for a nice apartment. There was an empty one in a high rise near here which I went to see. The supervisor showed me around the place quite pleasantly but she kept asking me questions like, "Can you look after yourself? How old are you? Are you in good health? What would you do if the power went off and you couldn't use the elevator?"

Finally, she said that she wasn't sure whether the apartment was free after all. She'd call me back. She phoned the next day with some silly story about the old tenant wanting it back. I know what really happened. She just decided I was too old and I might be some trouble for her.

Can you think of any other services that might be refused to old people?

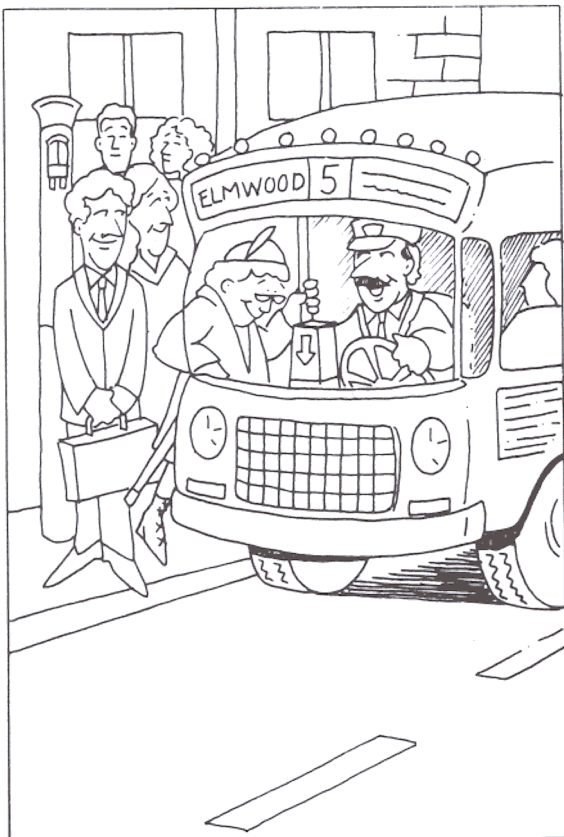
## Case History #4

Joseph Miller is 37 years old. For several years he has been working as a bus driver in a big city. He is a very safe driver who has driven thousands of miles and never had an accident. He decides to apply for a job with an inter-provincial bus company because he can make more money driving a long distance bus.

The bus company refuses to give him a job. They say he is too old to start as a new driver. Joseph thinks this is discrimination and takes his case to the Human Rights Commission.

The Human Rights Commission decides to investigate the case. They take a statement from Joseph and they get in touch with the bus company.

The bus company explains that it only hires drivers between the ages of 24 and 35. The company says that new bus drivers spend 10 to 15 years driving different routes and different shifts all the time. The company claims that this is too hard for older people. Therefore they only hire young drivers. They still refuse to hire Joseph.



## Write The Answers To These Questions

1. What job has Joseph been doing in the last few years?
2. Do you think he is a good driver? Why?
3. Why does he apply for a new job?
4. Why doesn't he get the job?
5. What sort of people does the company want to hire?
6. Why do they only want young men? Do you think their reasons are good?

12 Main Street  
Yellow Cliff.  
May 25, 1985

Dear Jane,

*Hi, how are you? I've got some good news today. Remember I told you last year that I had applied for a job with Inter-City, the big bus company — and that they'd turned me down for being too old!! (Too old at 37!!) Well, I was really mad about it. After all I've been driving a bus for ten years and never had an accident! So, I went to the Human Rights Commission and asked them whether the bus company could really refuse me a job just because I'm 37.*

*The Human Rights people talked to the bus company but they wouldn't change their mind, so there was a proper investigation. The whole thing seemed to be going on forever but finally this morning, they had the tribunal hearing. It was a lot like a court. All sorts of people gave evidence. I think the one that really helped was a doctor. He told them that you didn't have to be young to cope with shiftwork and different routes and that there was no good reason for refusing the job to an older man. So, I won my case!*

*They have to give me the next available job and they have to give me some compensation too! I'm glad it's all over and glad I didn't let them get away with it.*

*Must close now, looking forward to seeing you soon.*

Love,  
Joseph

In his old job Joseph's salary was \$1,646 a month.  
In the new job his salary is \$1,853 a month.

1. How much more per month is the new job?
2. How much did he make in a year in the old job?
3. The company has to pay him the difference between the two salary rates for the period of one year. How much do they pay him.

## Writing

Imagine Joseph is your brother or your husband. Write a short letter to a friend and explain what happened to Joseph. The things you want to discuss are:

- \* what job he applied for
- \* why he didn't get the job
- \* what he did then
- \* what happened at the tribunal
- \* what the tribunal decided

## Too Old To Work?

All people, young and old, have the same right to a job if they are qualified. This is the law. But the law also says that people can be forced to retire at the age that is "normal" for their line of work.

Here are some problems that people have written to the newspaper about.

**Dear Dorothy,**

*I am 57 years old and have worked for the same company for 25 years. I started as a labourer. Ten years ago I became head shipper. Recently we got a new manager. He said he wanted some "new blood" in the company. A month ago I was fired. Two weeks later a younger man got my job. My work record has always been good and I never had any complaints. What should I do?  
57 but Willing to Work.*

Dear 57,

It seems to me that you have been unfairly treated. Get in touch with your Provincial Human Rights Commission right away. You will find their phone number in the blue pages of the phone book. Good luck!

**Dear Dorothy,**

*I'm only 30 but already I'm over the hill, it seems. I applied for a job and they told me they only hire people under 30. You need a few years of training on the job, but surely I have more than a few years left in me. Susan T. Nova Scotia.*

Dear Susan,

Some employers use training as an excuse to hire young people only because the employer has to spend time and money on training. However, the employer has to prove that the age requirement is necessary. Get in touch with the Human Rights people. They will help you find out if you have been discriminated against. Nobody should be over the hill at 30.

**Dear Dorothy,**

*I am only 55 years old but I feel that my working days are over. The company I work for went bankrupt. I have been looking for a new job, but everywhere I go they say that I am too old to start all over again. I don't feel too old. What should I do? Larry S.*

Dear Larry,

If companies don't hire you just because you are in your fifties, they are violating your rights. Are you qualified for the jobs you have applied for? If you are, you should go to the Human Rights Commission and see what they can do for you.



# Retirement

Most people have to retire at the age of 65. Some people want to work longer than that. Some want to retire earlier than 65. What do you think of retirement? What are some of the good things about retirement? What are some of the bad things? Do you think retirement should be compulsory? What do you think is a good age for retirement?

Write three sentences about retirement.

1

2.

3.

# Crossword

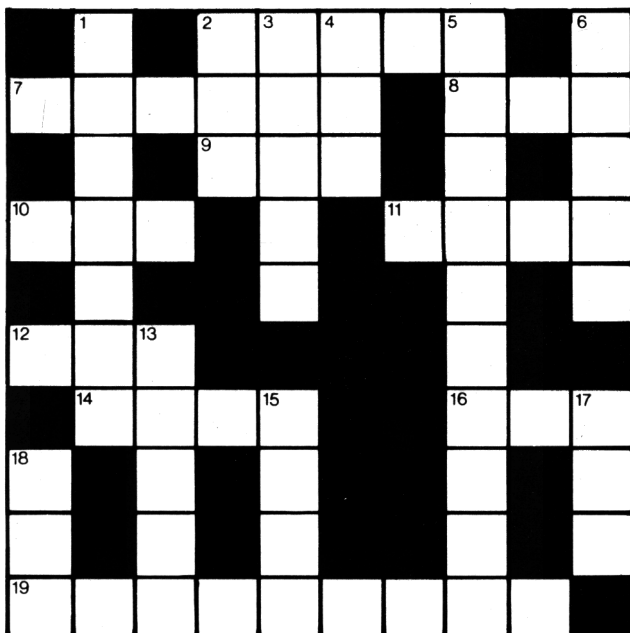
## Clues

*Down:*

1. income after retirement
2. what we breathe
3. teach
4. comes after 9
5. pay someone to make up for something
6. unable to see
13. a benefit
15. a long long time
17. \_\_\_\_\_ and me
18. taxi

*Across:*

2. room at the top of the house
7. to stop work because of age
8. petroleum used as fuel
9. past tense of run
10. inquire
11. not closed
12. occupation
14. very short letter
16. utter or state
19. Joseph Miller's job



# It's Your Right



*Disability*



The rest of the accident report looked like this. How would you complete it? Work in groups of two or three and discuss your answers before you write.

What do you think was the main cause of the accident?

Who do you think was responsible for the accident?

What could be done to prevent future accidents of this type?

# Workers' Compensation

Ray claimed Workers' Compensation. This is part of the form his employer filled in.

<b>1 Will the worker be totally or partially disabled beyond the day of injury?</b> <input type="checkbox"/> No <input checked="" type="checkbox"/> Yes—Complete this section.					Date and hour last worked <b>3 APR 85 10.00 a.m.</b>		Date and hour returned to work _____ m																															
1. If employed less than one week, enter normal day's earnings. \$ _____					Normal working hours on last day worked From <b>8 a.m.</b> To <b>5 p.m.</b>		Estimate length of time off work _____ m																															
<b>OR</b> <b>2. If employed for one or more weeks prior to accident, enter earnings up to four weeks.</b>					<b>4 Enter worker's normal working days by: F = full day H = half day and total weekly pay hours.</b>		<table border="1"> <tr> <th>S</th> <th>M</th> <th>T</th> <th>W</th> <th>T</th> <th>F</th> <th>S</th> <th>Total</th> </tr> <tr> <td>F</td> <td>F</td> <td>F</td> <td>F</td> <td>F</td> <td>F</td> <td>F</td> <td><b>40</b></td> </tr> </table>		S	M	T	W	T	F	S	Total	F	F	F	F	F	F	F	<b>40</b>														
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<b>Earnings and Lost Time Information</b> <table border="1"> <thead> <tr> <th>From day</th> <th>month</th> <th>To day</th> <th>month</th> <th>Gross Earnings</th> <th>Lost time without earnings, give dates and reason</th> </tr> </thead> <tbody> <tr> <td><b>4</b></td> <td><b>MAR</b></td> <td><b>10</b></td> <td><b>MAR</b></td> <td><b>320</b></td> <td>—</td> </tr> <tr> <td><b>11</b></td> <td><b>MAR</b></td> <td><b>17</b></td> <td><b>MAR</b></td> <td><b>360</b></td> <td>—</td> </tr> <tr> <td><b>18</b></td> <td><b>MAR</b></td> <td><b>24</b></td> <td><b>MAR</b></td> <td><b>320</b></td> <td>—</td> </tr> <tr> <td><b>25</b></td> <td><b>MAR</b></td> <td><b>31</b></td> <td><b>MAR</b></td> <td><b>320</b></td> <td>—</td> </tr> </tbody> </table>					From day	month	To day	month	Gross Earnings	Lost time without earnings, give dates and reason	<b>4</b>	<b>MAR</b>	<b>10</b>	<b>MAR</b>	<b>320</b>	—	<b>11</b>	<b>MAR</b>	<b>17</b>	<b>MAR</b>	<b>360</b>	—	<b>18</b>	<b>MAR</b>	<b>24</b>	<b>MAR</b>	<b>320</b>	—	<b>25</b>	<b>MAR</b>	<b>31</b>	<b>MAR</b>	<b>320</b>	—	If the worker worked after the first layoff, please enter dates. From _____ m To _____ m		<b>M</b> Enter particulars of any payments, allowances or benefits made, or to be made, for the period of disability. <p style="text-align: center;"><b>NONE</b></p>	
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Earnings for last day worked <b>\$16.00</b>				Normal earnings for last day worked <b>\$64.00</b>		Status <table border="1"> <tr> <th>Injury</th> <th>Sts</th> <th>Injury</th> <th>Sts</th> <th>Injury</th> <th>Sts</th> <th>Sig.</th> <th>App.</th> </tr> <tr> <td>No. El.</td> <td>Adj.</td> <td>Vol.</td> <td>Cst.</td> <td>T.C.</td> <td>Mut.</td> <td></td> <td></td> </tr> </table>			Injury	Sts	Injury	Sts	Injury	Sts	Sig.	App.	No. El.	Adj.	Vol.	Cst.	T.C.	Mut.																
Injury	Sts	Injury	Sts	Injury	Sts	Sig.	App.																															
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Authorized Signature: <i>[Signature]</i>					Official Title <b>PERSONNEL MGR</b>		Date <b>4 APRIL 85</b>																															

This is the form Ray got from the WCB.

WORKERS' COMPENSATION BOARD	
<b>RAY BELFIORE</b> <b>26 ELM STREET</b> <b>NEWTOWN, MA</b>	<b>PAYMENT PERIOD</b> <b>4.4.85 - 18.4.85</b>
<b>RATE : \$231.05</b>	<b>AMOUNT \$462.10</b>

Answer these questions.

1. How much does Ray usually make in a week?
2. How much does he get paid per hour ?
3. How much does he get paid per week from Workers' Compensation ?
4. He gets less money per week from Workers' Compensation. How much less ?
5. One week Ray worked overtime.
  - a. Which week ?
  - b. How much money did he get ?
  - c. How many hours did he work altogether that week ?
6. This is Ray's first Workers' Compensation payment. Do WCB payments start right after the injury or is there a waiting period ?

When Ray's back is better he gets a medical certificate from the doctor and he goes back to Thompson Industries. They tell him that they don't have any light work available. Ray says he is fit for work and shows them the doctor's certificate but they won't take him back.

What do you think Ray should do now ?

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What Ray decided to do was to write this letter:

*May 17, 1985  
26 Elm Street  
Newtown, Manitoba*

*The Human. Rights Commissioner  
Winnipeg, Manitoba*

*Dear Sir or Madam,*

*I hurt my back at work and now my employer won't take me back. The doctor says I'm fine now, but the personnel manager says he doesn't have any jobs for people with bad backs. I want my job back. Can you help me?*

*I was on Workers' Compensation for five weeks, but now I am fine. It was an accident when I hurt my back, so it won't happen again. By the way I work in the warehouse at Thompson Industries.*

*Yours truly,*

*Ray Belfiore*

*Ray Belfiore*



Ray's letter wasn't very clear. Although he put in all the necessary information, the order he put it in wasn't very good. Can you write it to make it easier to read? You can change the words as much as you want.

26 Elm Street  
Newtown,  
Manitoba  
May 17th 1985

*The Human Rights Commissioner  
Winnipeg  
Manitoba*

*Dear Sir or Madam,  
I am writing to you about*

1. Greeting.
2. Say why you are writing.
  
3. Give background. (Say where you worked and what as.)
  
4. Describe the problem. List the events in the correct order beginning with the accident.
  
5. Make your request. Tell the HRC what you would like them to do for you.
  
6. Close the letter.

What do you think will happen to Ray? Do you think the Human Rights Commission can help him? Was it discrimination when the company refused to give him his job back? Work in pairs to decide what will most likely happen next.

Thompson Industries Ltd.  
P.O. Box 269  
Newtown, Manitoba

Mr. Ray Belfiore  
26 Elm Street,  
Newtown, Manitoba

June 5th, 1985

Dear Mr. Belfiore,

As you are aware we have recently been in touch with the Human Rights Commission, with regard to your case.

We would like to apologize for the unfortunate discrimination which you suffered and are pleased to inform you that the following settlement has been agreed upon.

1. You are reinstated as a warehouse clerk effective immediately.
2. Back pay in the amount of \$1280 will be paid to you.

Yours sincerely,



R.W. BLEIER  
Personnel manager

Ray Belfiore was told he could not go back to work in the warehouse because warehouse clerks need strong backs. Ray's doctor said his back was better and he was fit for work.

Ray was therefore being discriminated against on the grounds of disability. Some other forms of disability are blindness, deafness, or long term medical problems like epilepsy or diabetes.

This kind of discrimination is illegal in employment. If you apply for a job **which you are qualified to do**, the employer cannot refuse to hire you just because you are disabled. However, if an employer can show that your handicap prevents you from doing the job, he does not have to hire you.

Disabled people have the right of access to public services and facilities. Public services should be set up in such a way that even disabled people can use them. For instance, the telephone company provides a special telephone service for the deaf. Many office buildings provide a ramp so that people in wheelchairs can get in. This is all part of giving access. However, the government will not ask companies or individuals to spend more than they can afford on accommodating handicapped people. A large factory might be told to install washrooms for the disabled but a small restaurant is not likely to be asked this.

## What problems do disabled people face?

Discuss the problems these people face. List any ideas you have which would help.

*Joe is in a wheelchair. What kind of problems is he going to have:*

- a) going to see a movie
- b) going to a restaurant
- c) going to see a friend on the other side of town
- d) going to the bank



*Jane is blind. What kind of problems would she have:*

- a) taking an elevator
- b) taking a bus
- c) crossing at a street corner

What would you tell these people to do?

Bill used to be an alcoholic, but he has not been drinking for a year. He applies for a job. He is qualified for it but the employer doesn't want to hire him. He doesn't think that Bill is dependable. Bill tells the employer that he hasn't had a drink for a year but he still doesn't get the job.

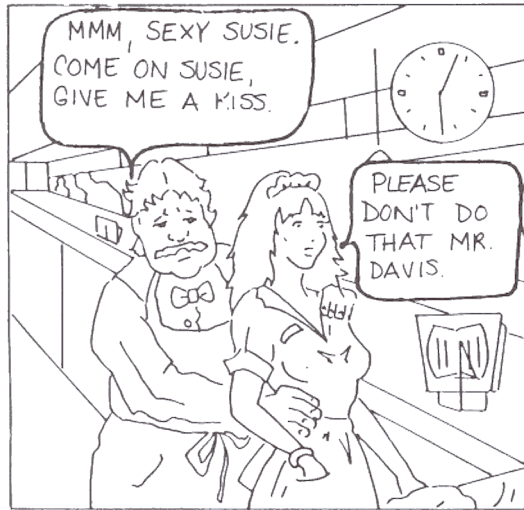
Beth is a secretary. Some years ago she had a mental illness. She was in hospital twice for treatment in 1981 and 1983 but since then she has been fine. She applies for a new job and gets an interview. At the interview they ask about mental problems. She tells them the truth. The company refuses to hire her.

# It's Your Right



*Sexual Harassment*

# Case History #1







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Name and address of complainant

Name and address of  
individual or organisation  
complained about.

Ms Susan Dawson  
23 Finch Street  
Wilson, Ontario

Chicken Shack  
Newton, Ont.  
and  
Mr. Stanley Davis,  
Manager

---

Particulars

1. In June 1984, I was hired as a waitress at the Chicken Shack restaurant in Newton. The manager of the restaurant was Mr. Stan Davis.
2. Mr. Davis often used to make comments about the other waitresses and myself, calling us things like "sexy" and "gorgeous." I did my best to ignore him.
3. One day in August 1984, Mr. Davis grabbed me and tried to kiss me. I pushed him off and asked him to leave me alone.
4. From then on, Mr. Davis kept bothering me, touching my body and trying to kiss me.
5. I talked to my friend, Jane Dove, who also works as a waitress at Chicken Shack about what Mr. Davis was doing. She told me that he did the same things to the other girls.
6. On or about Sept. 17, 1984, Mr. Davis asked me to stay late to clean up the kitchen. This is not my job and I asked if I had to do it. Mr. Davis said, "It depends. You be nice to me and I'll be nice to you. Otherwise I might have to lay someone off around here."
7. I told Mr. Davis I did not want to clean the kitchen. He then said I should go to his place and have a drink with him.
8. I told Mr. Davis I was sick of him pestering me and asked him to leave me alone.
9. He said, "O.K. You've had your chance. You're fired."

## Questions

1. Who is making this complaint?
2. Where does she work?
3. What job does she do?
4. When did she first have trouble with Mr. Davis?
5. Does Susan's job include cleaning the kitchen?
6. Why do you think Mr. Davis asks Susan to clean the kitchen?
7. Do you think Susan is married?
8. Has Mr. Davis made passes at other waitresses?
9. Do you think that Mr. Davis really had to lay somebody off?
10. Do you think Susan could have kept her job without going home with Mr. Davis?

**It is very important if you are harassed to tell someone about it.** If there is a union where you work, tell your union representative. If not, tell someone in management, the women you work with or even your mother, if there is no one at work you can tell.

Susan had told Jane about her problem with Mr. Davis. Jane gave this witness statement to the Human Rights Commission.

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Witness Statement  
Re: Susan Dawson  
and  
Stanley Davis  
and Chicken Shack restaurant

I, Jane Dove, of 28 Garth Lane, Newton, make the following statement:

1. I have worked as a waitress in the Chicken Shack restaurant in Newton since January 1979. The manager of the restaurant is Mr. Stan Davis.
2. I have often seen Mr. Davis trying to touch and kiss the younger waitresses.
3. One waitress, Sharon James, got so fed up with Mr. Davis that she threatened to bring in her husband. Mr. Davis fired her the next day. This was in April 1984.
4. I have often seen Mr. Davis trying to touch and kiss Susan Dawson. Mostly she ignores him but once I heard her tell him, "Please Mr. Davis, leave me alone."
5. Susan Dawson told me some weeks ago that Mr. Davis was pestering her. She told her about Sharon Jones and she said "Oh dear, I don't want to lose my job."
6. On September 17, 1984, Susan told me that Mr. Davis had fired her because she would not go to his apartment.

## What Do You Think?

*Georgina*

"I come from South America. I get so angry because the men at work seem to think that if you come from South America you must be very sexy, very free with your favours. You tell them to get lost but they just laugh and say, "Oh come on, we know what you're like."

It's very difficult for me. If I make a fuss, and my husband finds out about it, he might think I have been encouraging them.

*Mark*

I can't see what all the fuss is about. Men and women have worked together for years. There's always been a bit of teasing and joking. I'm not sticking up for the guy who fires some woman because she won't go to bed with him but I can't see the harm in a man making a few jokes or patting some girl on the bottom.

*Andrew*

I'm sick of hearing men say, "I wish some woman would harass me. I wouldn't complain." I did get harassed and I did complain. I was working in a factory where I had to bring new parts to two production lines. I had to walk through between the lines four or five times a day. One day, one of the women reached out and squeezed me as I went past. After that they all started grabbing at me as I went by, calling out jokes and laughing at me. It got so I dreaded that part of the factory. I wouldn't mind some nice young girl after me, but I couldn't stand all those women, all sizes and ages, laughing at me and making fun of me.

### **Have you ever had any trouble with sexual harassment?**

Or, have you seen it happen to other people at work?

Write a few sentences about what you think.

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## Case History #2

Tom is the shift foreman on a production line in a garment factory. He has twelve women working for him packing jeans into boxes. Tom has always made jokes about how lovely “his girls” are and feels free to give the women a hug or a pat as he goes by. Sometimes he tells them jokes which embarrass some of the younger girls. None of the women have ever complained about Tom’s behaviour and Tom takes it for granted that they like it. In fact, it upsets some of the women although most of them try and ignore it. One young woman though, Donna, gets really annoyed at the way Tom seems to feel he has the right to touch her body, just because he’s her boss. One day, she told Tom to get his hands off her. Now, Tom goes out of his way to tease Donna by touching her whenever he can.

### What Do You Think Donna Should Do?

1. Treat Tom’s behaviour as a joke and ignore him?
2. Try and make Tom feel embarrassed by teasing him back?
3. Speak to Tom quietly and tell him how much he is upsetting her?
4. Speak to her union representative and file a grievance?
5. Phone Tom’s wife and ask to speak to Tom?
6. Write a letter to the personnel manager demanding that Tom be fired?
7. Call a meeting with the other women and see how they feel?

### Work in pairs or groups

Decide which choice is the **best** thing Donna can do.

Decide which choice is the **worst** thing Donna can do.

Write down why you think one idea is good and the other one bad.

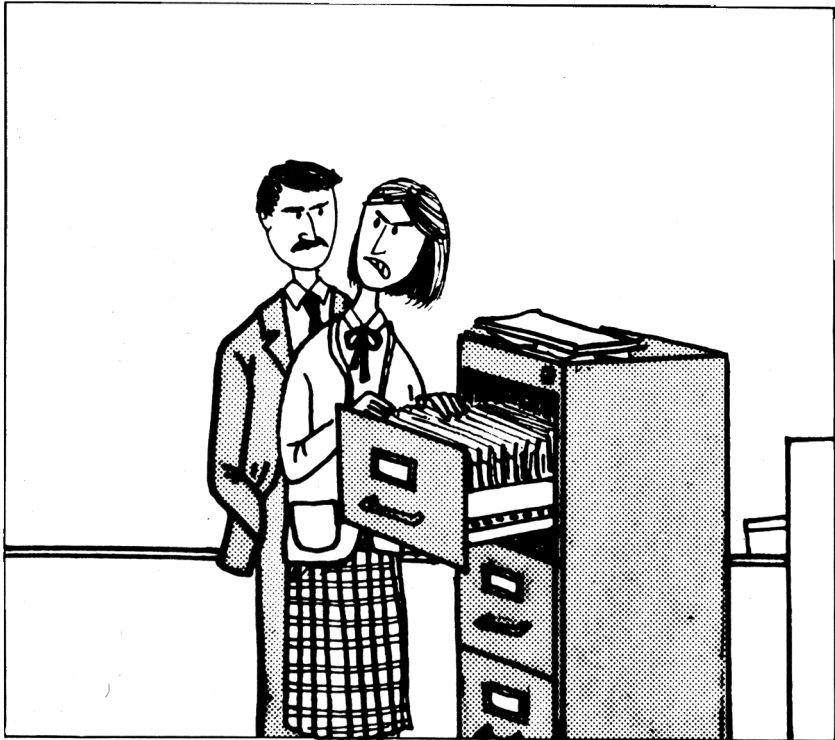
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Which Of These Are Harassment





# It's Your Right



*Equal pay*

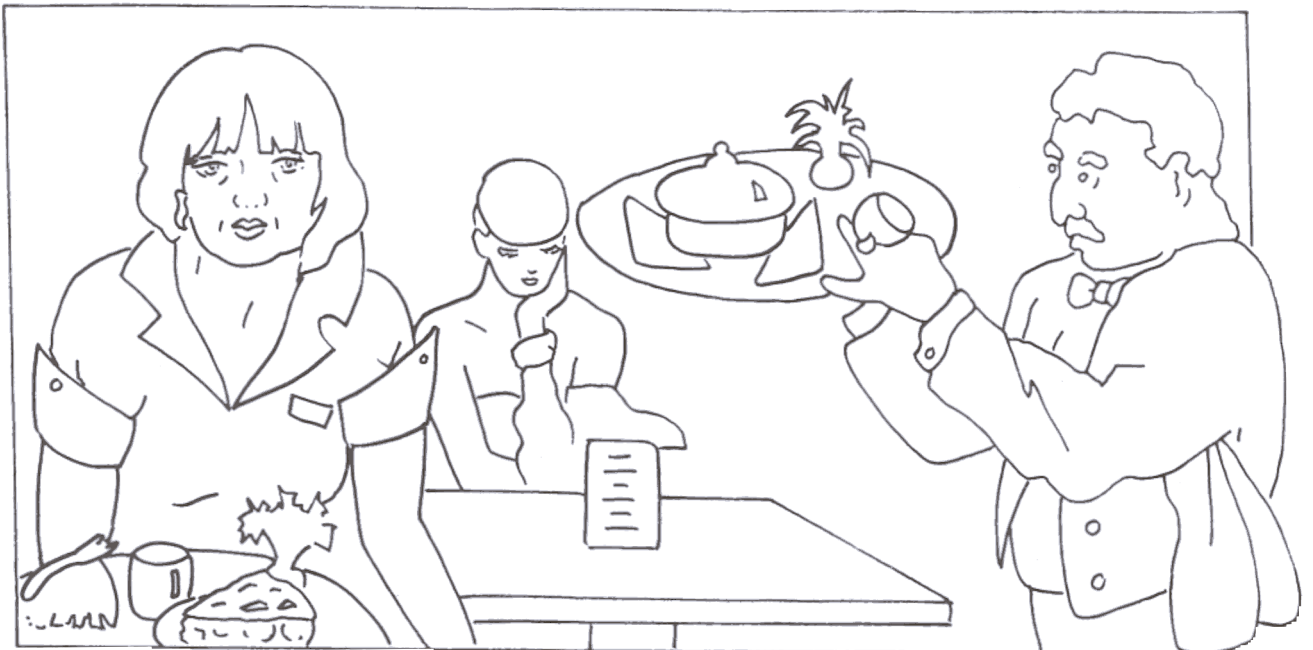


# Equal Pay



Marjorie Thompson  
\$5.50 per hour

George Clark  
\$6.50 per hour



Sue Scott  
\$4.00 per hour

Tony Price  
\$5.00 per hour



Betty Anderson  
\$20,000 per year

Doug Macdonald  
\$23,000 per year

Women sometimes make less money than men, even if they do exactly the same work for the same company. This is unfair. It is also illegal.

## Case History #1

### Ann's Diary

Ann works as a cleaner. Here are a few lines from Ann's diary about a problem she had with wages.

*January 16th*

*Something happened today that really upset me. I was talking to George at coffee break. It turns out that George makes \$1.50 an hour more than I do — and we do exactly the same work. We've worked for the company for the same length of time too. I really think this is unfair.*

*January 19th*

*I talked to the other women at work today about wages. All of us make less money than the men. Most of the women say, "Oh forget it, you'll never change it," but it really annoys me.*

*January 20th*

*I went to see Mr. Bosley, the manager, today. I asked him why the women on the cleaning staff makes less than the men do. He said it was because the men have to do heavier work. I told him straight out, "That's not true. We all do the same work."*

*He told me to leave things alone. He said if I make any trouble, he'll have to lower the men's wages until they are the same as the women's.*

*January 23th*

*I've decided to go to the Human Rights people. I hope everything goes well. I don't want the guys to lose money because of me, but it really isn't fair to the women at the moment.*

## Questions

- 1 How did Ann discover that she made less money than George?
2. Who did she talk to about this first?
3. Who else did she talk to?
4. What was the manager's solution to the problem of unequal wages?
5. How do you think Ann felt about going to the Human Rights Commission?
6. Do you think men should get more than women even if they do the same work?
7. How do you think the Human Rights Commission would solve this problem?

*April 29th*

*They did it! The HRC said the company must pay men and women the same wages for the same work — so all of us women got a raise. It turns out it's illegal to lower the men's pay to make them equal with the women, so everybody is happy, (except Mr. Bosley!)*

*We're all going to celebrate — we can afford it now, too!*

## How Much Do Women Earn?

There have been a number of studies to look at how much money women make, compared to men. The studies show that for each dollar men make, women make only about 63 cents. Ann's case had a happy ending because the law says that men and women who work for the same company and do the same work, must get paid the same wages.

### **Sometimes employers pay women less, but it is against the law**

Look at the pictures at the beginning of this unit (page 1 ).

1. How much less does Marjorie make than George in an eight hour day?
2. Sue and Tony both work 8 hours a day, five days a week. Who makes more? How much more in a week?
3. How much money does Betty make a month?
4. How much does Doug make in a month?
5. What's the difference between their monthly incomes?

Women are guaranteed equal pay if they are doing the **same** job as a man. But many women work at jobs which men don't do. A company might hire women as packers and men as checkers. They might pay the packer \$5.00 an hour and the checkers \$7.00 an hour. The women cannot ask for \$7.00 an hour just because that is what all the men earn. The women are not doing the same job as the men so they are not guaranteed the same pay.

## Group Work

Mr. Landon owns a pharmacy. He employs five people. He can afford to pay a total of \$7,000 per month in salaries for all these people.

These are the people who work for him.

Susan Webb, Pharmacist,  
University degree,  
Responsible for all prescription drugs  
made up and sold in the store.

Charles Brent, Stock clerk,  
High school diploma,  
Responsible for keeping shelves  
stocked, cleaning store, and general  
help.

Jane Howes, Cosmetician,  
Community College diploma,  
Responsible for all cosmetic sales,  
beauty advice, etc.

Jean Brown, cashier,  
High school diploma,  
Operates the cash register.

Rex Manning, Manager,  
High school diploma,  
15 yrs managerial experience,  
Responsible for accounting and overall  
operation of the store.

How would you divide up the \$7,000 per month to pay these people? Work together in a group and see if you can agree.

Susan Webb \_\_\_\_\_

Charles Brent \_\_\_\_\_

Jean Brown \_\_\_\_\_

Jane Howes \_\_\_\_\_

Rex Manning \_\_\_\_\_

## Beth And Peter

Beth Allan is a secretary. She has a high school diploma and has also taken a two year secretarial course at a community college. Her job includes answering the telephone, making appointments, typing and generally running the office. She works in a pleasant room in a new office building.



Peter Hynes is an electrician's assistant. After he finished high school he went to work in an electrical company and did the first two years of an apprenticeship programme. His duties include simple wiring and helping the electrician on major jobs. Mostly he works on new building sites, usually when the building is nearly complete.



## How Much Should These People Get Paid?

- both the same?
- Peter more than Beth?
- Beth more than Peter?

Beth and Peter's jobs seem very different and it is hard to try and compare them. There are four things though that we can look at:

- \* **Skill**
- \* **Effort**
- \* **Responsibility**
- \* **Working Conditions**

We can give each job points in each of these areas and then compare the totals.

<i>Beth</i>		<i>Peter</i>	
Skill	14	Skill	9
Effort	13	Effort	13
Responsibility	12	Responsibility	10
Working Conditions	4	Working Conditions	10

How many points does Beth's job get?  
How many points does Peter's job get?

This system is used to pay people **equal pay for work of equal value**. The right to equal pay for work of equal value is part of the Canadian Human Rights Act. It applies to people working for the federal government and some of Canada's biggest companies such as banks, airlines and railroads. It means that men and women who do work of equal value in the same establishment must be paid equally even if their jobs are different.

## Circle The Right Answer

1. *Equal pay means:*

- a. men and women get paid the same for similar work in the same company.
- b. men and women get paid the same for work of equal value in the same company.
- c. everyone who works for the same company gets paid the same.

2. *To make sure they don't break the equal pay laws, employers can:*

- a. shorten the working hours for some employees.
- b. lower men's wages to make them the same as women's wages.
- c. raise women's wages to make them the same as men's wages.

3. *Equal pay is a law in:*

- a. Ontario and Quebec only.
- b. Canada.
- c. federal government jobs.

4. *Equal pay for work of equal value means:*

- a. everyone who works for the same company gets paid the same.
- b. men and women who work for the same company get paid the same if the value of their jobs is the same.
- c. women get paid better than men.

5. *Equal pay for work of equal value applies in:*

- a. all jobs in Canada.
- b. private business.
- c. all areas under federal control, including federal agencies, banks and airlines.

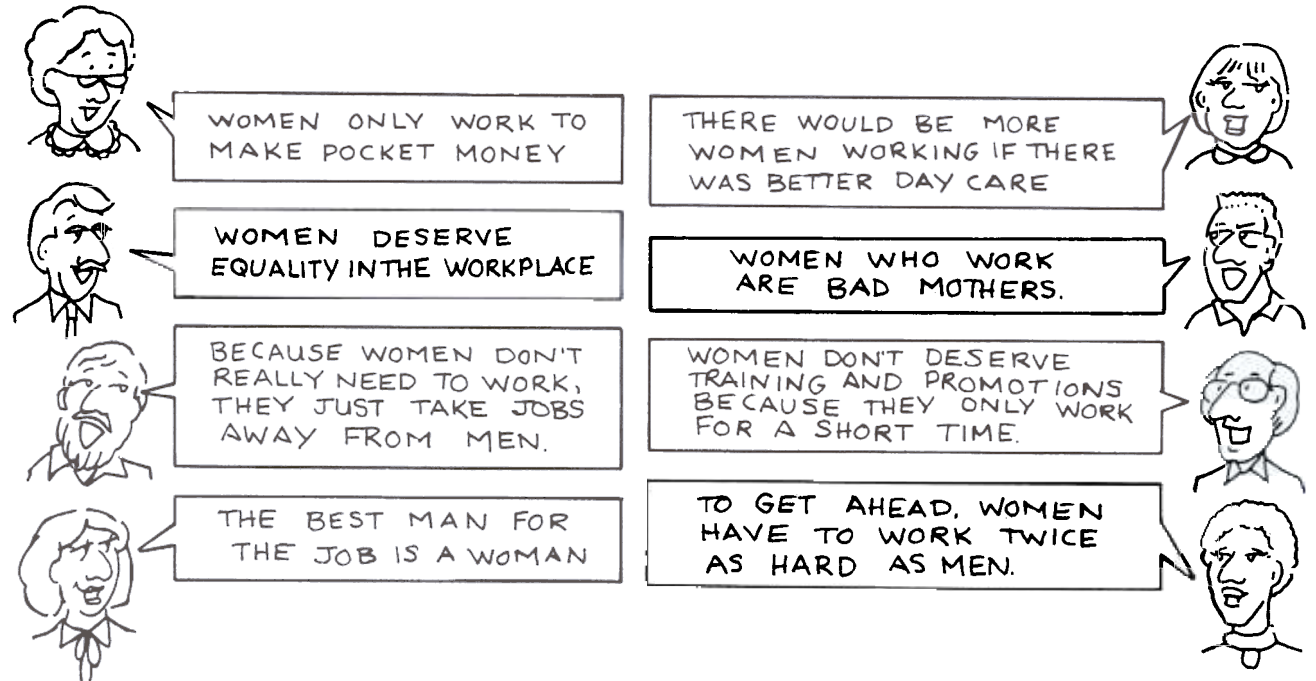
6. *Equal pay for work of equal value improves working conditions for:*

- a. women.
- b. men.
- c. people in part time jobs.



## What Do You Think?

These are some of the things that people say about working women. Do you agree with any of them?



WOMEN ONLY WORK TO MAKE POCKET MONEY

WOMEN DESERVE EQUALITY IN THE WORKPLACE

BECAUSE WOMEN DON'T REALLY NEED TO WORK, THEY JUST TAKE JOBS AWAY FROM MEN.

THE BEST MAN FOR THE JOB IS A WOMAN

THERE WOULD BE MORE WOMEN WORKING IF THERE WAS BETTER DAY CARE

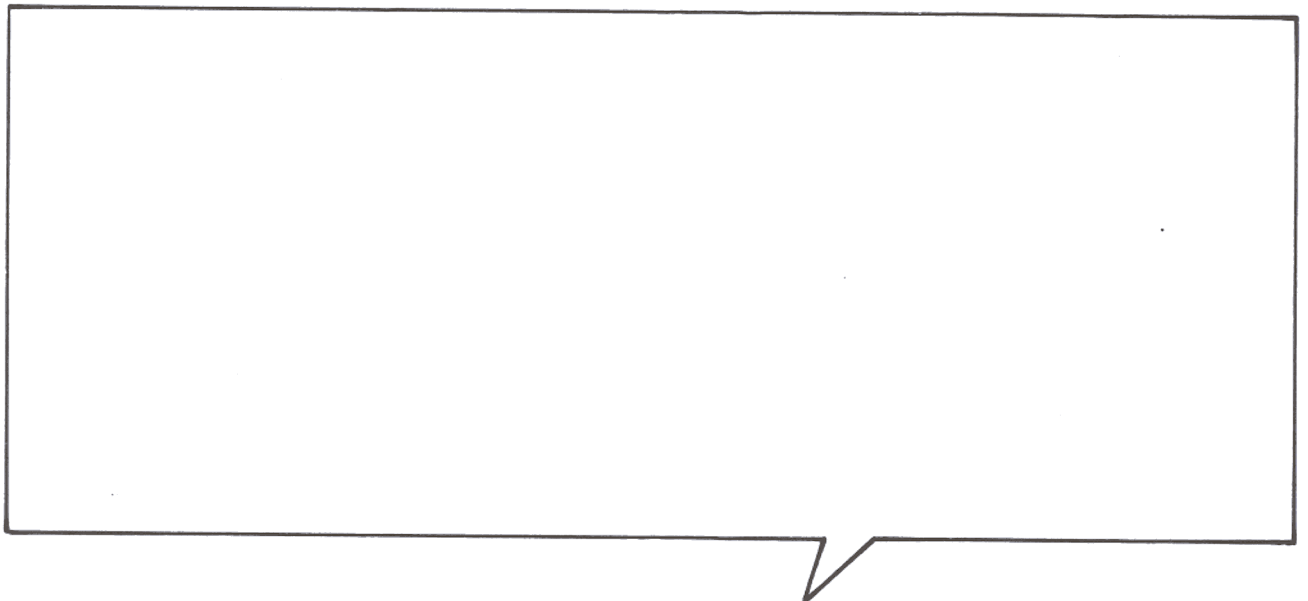
WOMEN WHO WORK ARE BAD MOTHERS.

WOMEN DON'T DESERVE TRAINING AND PROMOTIONS BECAUSE THEY ONLY WORK FOR A SHORT TIME.

TO GET AHEAD, WOMEN HAVE TO WORK TWICE AS HARD AS MEN.

## Your Opinion

What do you think of working women?



# Word Puzzle

This puzzle uses words from this module. The words are scrambled. Unscramble them and write them in the spaces provided.

1. P □ □ V □ □ □ E

2. E Q □ □ □ □ T □

3. V □ □ U □

4. W A □ □ □ □ S □

5. I L □ □ G □ □

6. C □ □ P □ N □

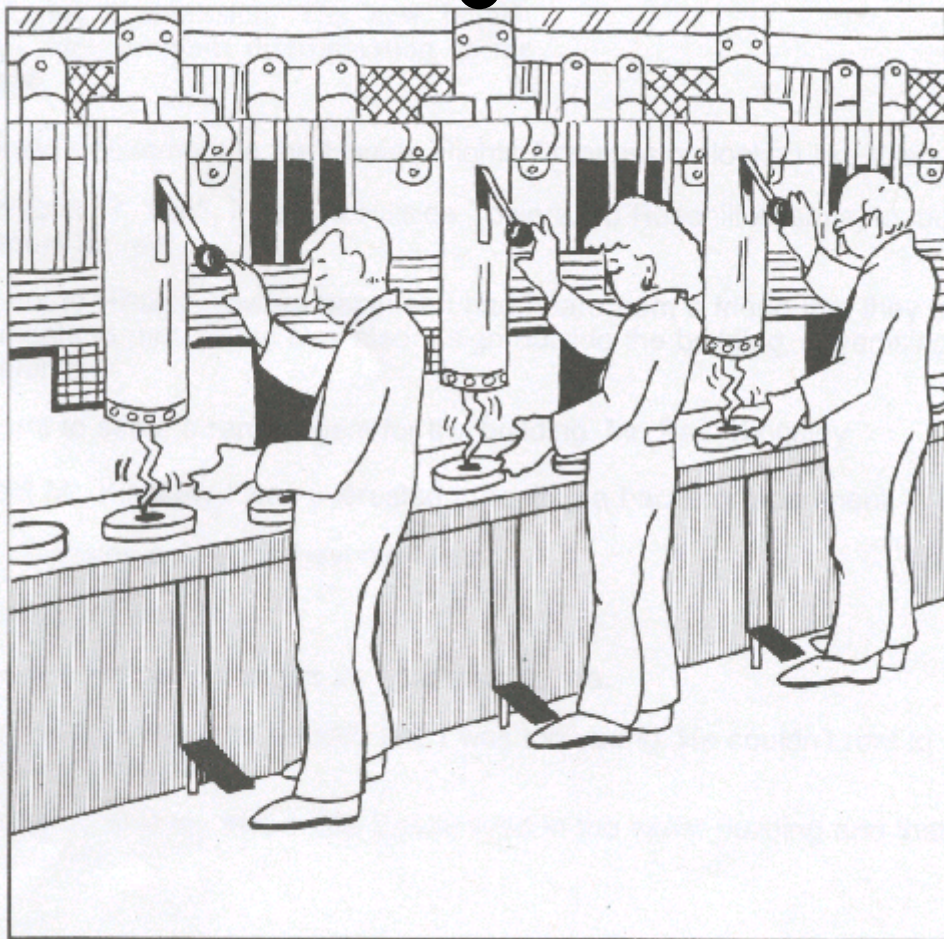
7. M A □ □ G □ □

8. R □ □ □ □ N □ □ □ □ □ □ □ □ Y

## Scrambled Words

1. viporence
2. teqlyau
3. levau
4. estraswi
5. gilelal
6. pnacymo
7. gaamren
8. epnirosiytilbs

# It's Your Right



*Employment Rights*

# Your Rights As A Worker

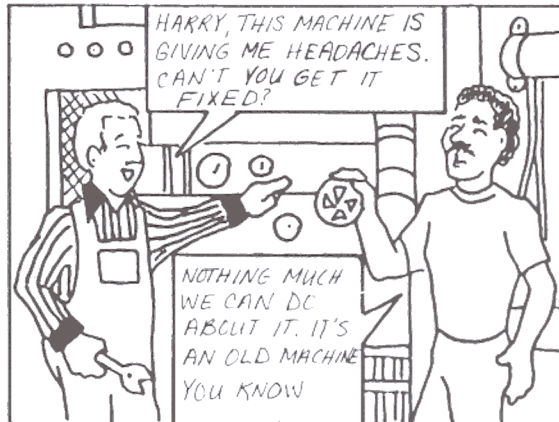
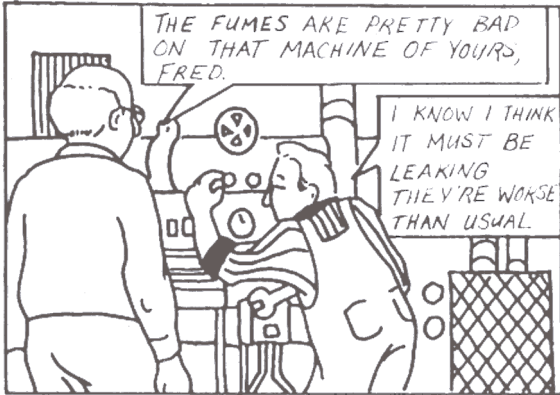
Not all our rights are covered by Human Rights legislation. We have lots of rights which are protected by labour legislation.

Labour laws are decided by provinces so the laws are not the same all over the country. However, there are some rights which are guaranteed in all provinces.

- \* a minimum wage
- \* vacation pay
- \* overtime pay
- \* notice of termination
- \* a safe work place
- \* maternity leave

If you are a member of a union, the union will protect your rights in the workplace. If you are not a member of a union you should go to your provincial Ministry of Labour for help with problems like these.

# Case History #1



## Match These

Match these halves to make proper sentences then put the sentences in order.

Fred has had headaches  
His boss says  
He can refuse to work  
Fred calls the  
Fred's job is to  
He asks his boss  
They tell him  
Fred thinks that

if it isn't safe  
look after a machine  
what to do  
for about a week  
the machine is leaking  
Health and Safety people  
to fix the machine.  
that it's an old machine

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## Case History #2

Ellen is a sewing machine operator. She has worked for the same company for over a year. Her hourly wages are not very high. She likes to do some overtime to make a little bit of extra money. One day she and her friend, Mary, compare their paycheques. Even though they have both done six hours of overtime, Ellen's cheque is less than Mary's. Ellen realizes that she has been paid her regular wages for the overtime. Mary has been paid time and a half.

1. Whose paycheque do you think is correct? Mary's or Ellen's?
2. Both Ellen and Mary make \$4 an hour. Their regular work week is 44 hours. How much do they get paid in a week?
3. Last week they did 5 hours overtime. How much should their overtime pay be?
4. What was Mary's total pay cheque that week? How much was Ellen's?

## Case History #3

Mary Lou has been a chambermaid in a big hotel for four years. One day the manager tells her that she is laid off starting the following week. Mary Lou doesn't know what to do. She knows she can't find a new job in just a couple of days.

A friend helps her get in touch with the provincial Ministry of Labour. They tell her that she deserves more notice than just a couple of days. Even if there is no work for her at the hotel, they will have to pay her salary for a proper lay off notice period.

### Discuss

There is no law saying you must be given exactly one week or one months' notice. The law says you must be given **adequate** notice. If you have only been on the job a few days you will not get much notice. If you have worked there for a long time, you deserve more notice.

1. How much notice do you think Mary Lou should have been given?
2. How much notice do people usually get where you work?
3. What would you do if you were laid off with only a few days notice?
4. Do you think there was a union at the hotel? Would a union have helped Mary Lou? How?
5. Do you have a union where you work? If so, what does your union contract say about lay off notice?





# It's Your Right



*Race, Colour and Ethnic Origin*

## Case History #1

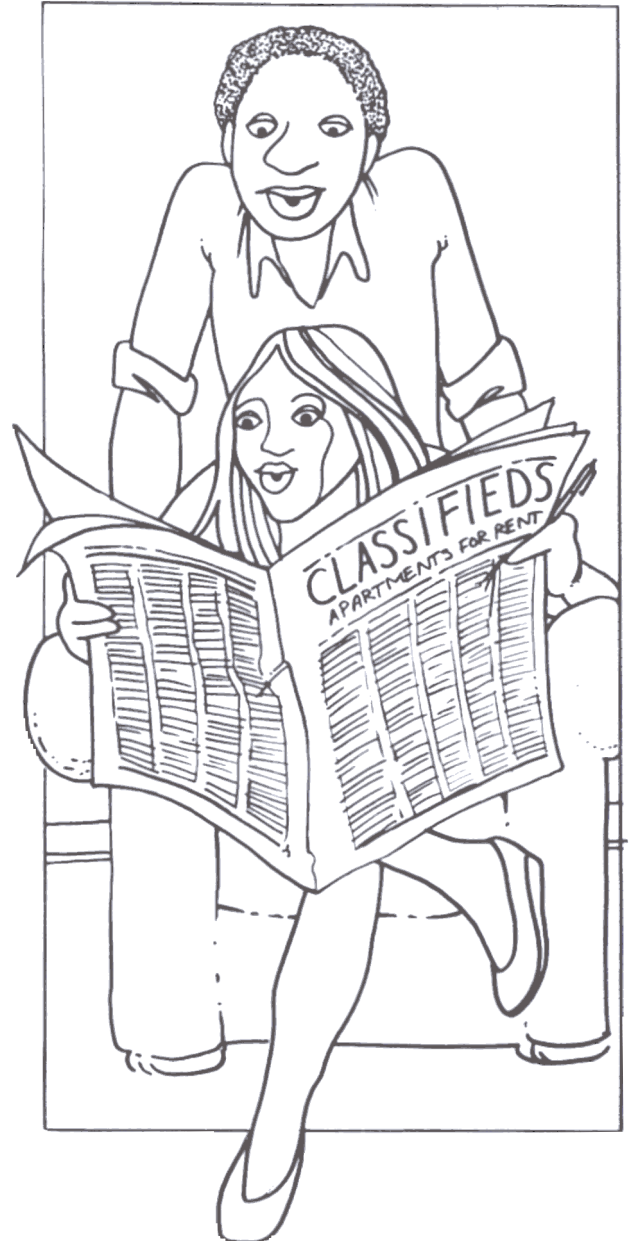
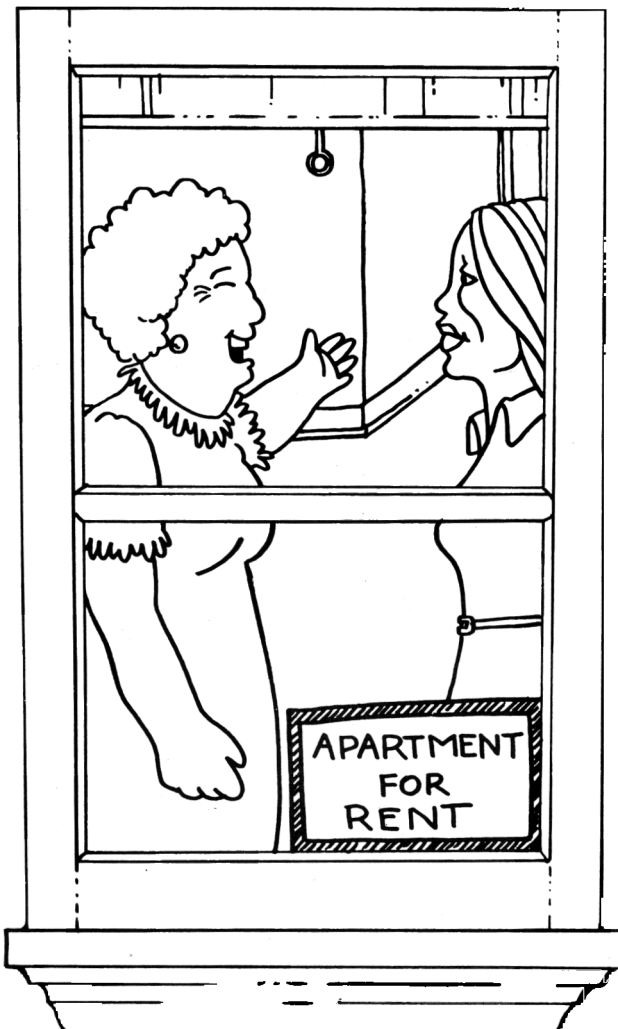
*Betty* Hi, Lisa. How are you? Have you found an apartment yet?

Oh, Betty, I'm so angry. We found a really nice place but the landlady won't rent it to us.

*Betty* What do you mean she won't rent it to you?

*Lisa* Well, I guess she just doesn't like the fact that Jeff's black.

That's terrible. What happened? What did she say?



*Lisa* Well, first of all, we saw this ad in the paper and it sounded really nice. Jeff couldn't come with me to see it because he was working overtime, so I went on my own. The place was great and I told the landlady we'd take it. She said we both had to sign the lease and for both of us to come back that night.

Don't tell me. Let me guess. You went back together and when the woman saw Jeff she said she'd already rented it to someone else.

You got it. You see Jeff had to work till 9.30 that night so we didn't go round till the next morning.

*Betty* So, how do you know she wasn't telling the truth?

*Lisa* Well, I didn't at first. But then two days later I saw the ad in the paper again. I got a friend to call up and sure enough it was still empty.

She can't do that to you both, you know. It's illegal. You should go to the Human Rights people.



## Talking And Writing

Jeff went to the Human Rights Commission and made a complaint. Part of his statement is below.

Work in pairs to discuss ways in which Jeff might have completed the statement. Then try and write the answers yourself.

1. On March 13, 1985, my wife and I saw an advertisement in the newspaper for an apartment to rent at #306 West 34th Street.

2. My wife phoned for an appointment to see the apartment.

3. She went alone because \_\_\_\_\_  
\_\_\_\_\_

4. She liked the apartment so she \_\_\_\_\_  
\_\_\_\_\_

5. The next day we \_\_\_\_\_  
\_\_\_\_\_

6. The landlady said that \_\_\_\_\_  
\_\_\_\_\_

7. Two days later, my wife and I \_\_\_\_\_  
\_\_\_\_\_

8. We asked a friend \_\_\_\_\_  
\_\_\_\_\_

9. The apartment was \_\_\_\_\_  
\_\_\_\_\_

Lisa and Jeff were lucky because the apartment was still empty. It is important if you think you have been discriminated against to do something about it right away. Don't wait till someone else has your job or your apartment. If you go for help right away, it is much easier for people to help you.



## Word Puzzle

Can you find these words in the puzzle? You can use the same letter twice.

Landlady, lease, friend, paper,

prove, overtime, rented, sign,

ad, apartment, illegal, empty, race

S L A N D L A D Y K P L M  
A B H S J A D Y Z X M T N  
R K O I J L K K L E A S E  
E A F R I E N D B C D E M  
N G P A R S S A K Q I Y P  
T E F G H P A P E R L I T  
E J K L A B C A M N L R Y  
D R Q S T U W R I J E H L  
S P R O V E X T C V G W E  
I C A E H J L M N P A R S  
G U C V X A P E L Y L Z A  
N R E I H S A N B C D E N  
Q R O O V E R T I M E F Y

## Landlords And Tenants

It is illegal to deny people accommodation because of their race, colour or ethnic origin. However, in some provinces, the landlord has a right to choose his tenants if he or his family have to share a kitchen or bathroom with the tenants.

Look at these advertisements for accommodation. Can the people renting these apartments say exactly what kind of tenant they are looking for?

### Landlady 1

I'D LIKE A NICE WHITE LADY FOR A TENANT. SOMEONE ABOUT MY AGE.

**ROOM for rent. Share  
kit/ba. \$150 per mo.  
555-2206 betw 12-6**



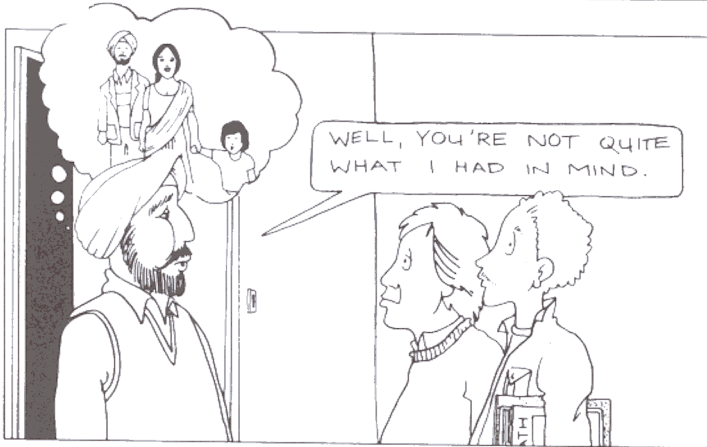
**House for rent 5 rms  
stv/frig incl. Lge yd  
\$560 per mo. plus  
util. 1yr lease 345 1238**



### Landlord 2



Landlord 3



**Self cont'd apt. on 3rd fl.  
No pets \$300 per mo.**

Landlady 4



**2 bdrm apt to share \$200  
per mo. incl. util. Non-  
smoker female req'd.**

Which of these people have the right to refuse any tenant they do not like?

	yes	no
Landlady 1	[ ]	[ ]
Landlord 2	[ ]	[ ]
Landlord 3	[ ]	[ ]
Landlady 4	[ ]	[ ]

## Abbreviations In Ads

Abbreviations are often used in newspaper ads. These are the abbreviations from the four ads shown earlier. Write out in full what they mean. The first one is done for you.

kit/ba	Kitchen and bathroom	mo	.....
betw	.....	rms	.....
st/frig	.....	incl	.....
lge	.....	yd	.....
yr	.....	fi	.....
utils	.....	bdrm	.....

Imagine you are a landlord or landlady. Write two advertisements for the newspaper about houses, apartments or rooms to let. Write one for a place where you will be able to refuse certain people as tenants, and one where you must accept any qualified tenant.

Here are some other abbreviations you may need.

bldg	building	cpts	carpets
d/wshr	dishwasher	dwtm	downtown
frpl	fireplace	gar	garage
lndry	laundry	pkg	parking

**FOR RENT**

**FOR RENT**

## Goods And Services

It is also illegal to deny goods and services to people because of their race, colour or ethnic origin.

### **Woman charges dress shop with race discrimination**

Mavis Wright, a local black woman has charged the owner of Elsie's boutique with racism.

"I went into the store last week," says Mrs. Wright. "The owner told me I had to pay \$80 deposit before I could try on a dress. I'd never heard of anything like it. I asked her why I had to pay a deposit."

Elsie Waters, owner of Elsie's Boutique claims that earlier another black woman had been in the store and had ruined a dress that she tried on.

"This black woman put oil on her body before she tried on the dress," Mrs. Waters explained. "I can't afford to have dresses ruined like that."

Mrs. Wright claims that she has been unfairly treated and has made a complaint to the Human Rights Commission.

### **Poor restaurant service angers East Indian**

Kumar Seshadri of Westlake has called the Human Rights Commission to investigate a case of racism in a local restaurant Lick'n'Bite.

On February 28th Mr. Seshadri went to Lick'n'Bite for lunch. He says that although the place was almost empty he still had to wait for twenty minutes until a waitress took his order.

"I was already quite upset after the long wait, but the service I got made me feel even worse," Seshadri explains.

Because of the poor service he received, Seshadri decided not to leave a tip. As he was leaving the restaurant, the waitress went to clear his table. "When she saw that I had not left a tip, she called me a cheap Paki," Seshadri said.

"I have lived in Canada for 20 years and I am a good citizen. I don't think it's right for people to call me racist names."

Newspaper stories usually give answers to five basic questions: **who, what, why, where, and when.**

- Who did something?
- What did they do?
- When did they do it?
- Where did they do it?
- Why did they do it?

Write one sentence answers to these questions.

### Mavis's Story

- Who? \_\_\_\_\_
- What? \_\_\_\_\_
- When? \_\_\_\_\_
- Where? \_\_\_\_\_
- Why? \_\_\_\_\_

### Kumar's Story

- Who? \_\_\_\_\_
- What? \_\_\_\_\_
- When? \_\_\_\_\_
- Where? \_\_\_\_\_
- Why? \_\_\_\_\_

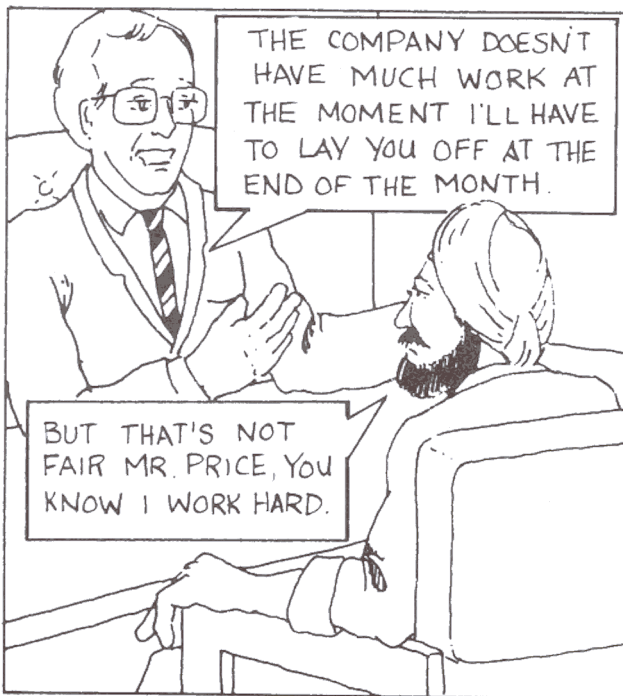
## What Do You Think?

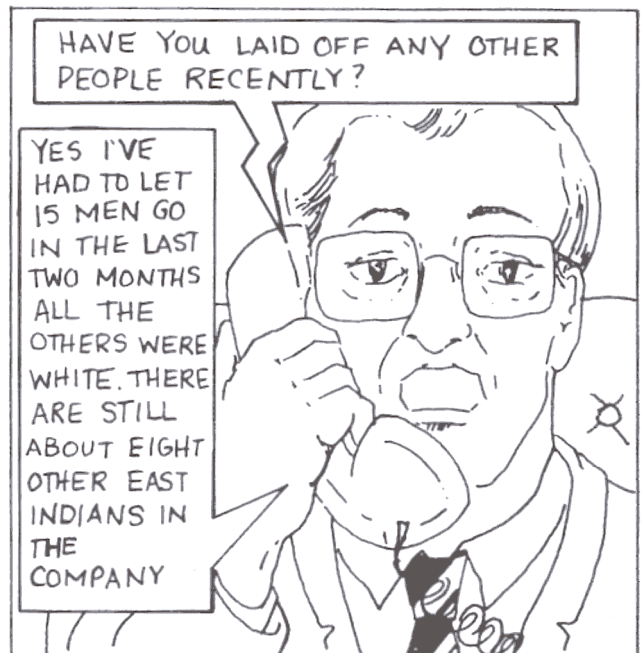
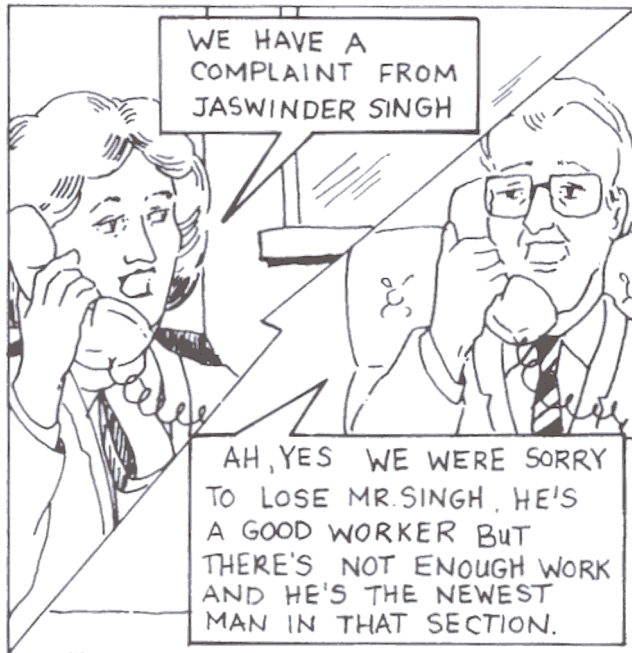
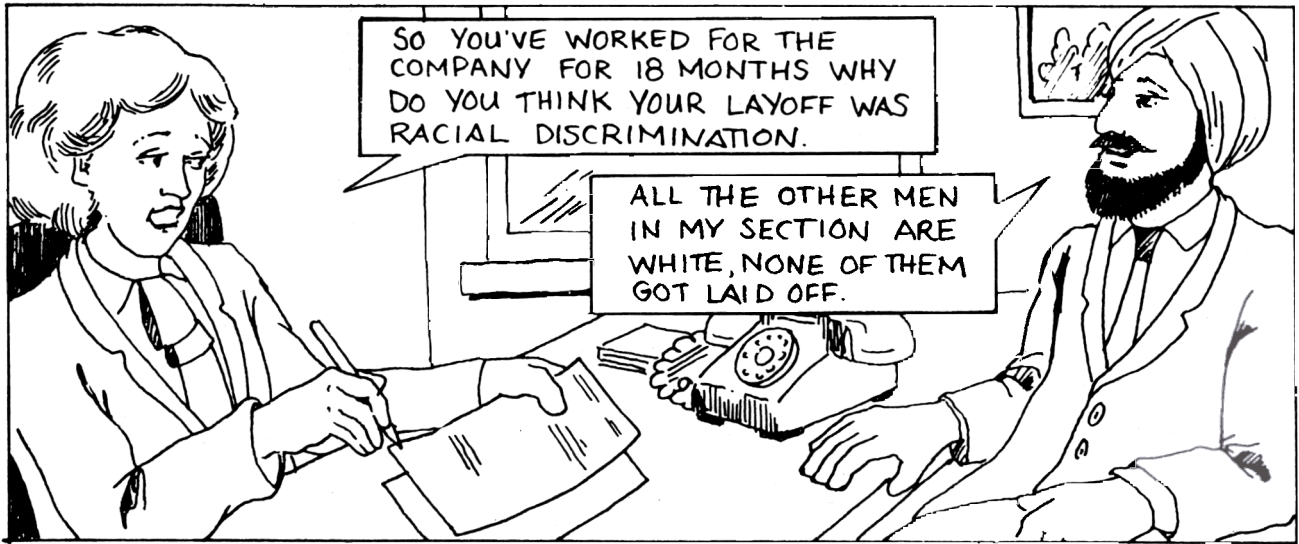
Alok Singh used to have a small grocery store in India. He came to Canada two years ago and he would like to start a small business here too. He wants to borrow some money from the bank to help get the business started. He has been in to see his local bank manager two or three times to talk about the loan. He does not find the bank manager very pleasant or easy to talk to. The bank manager tells Alok that he cannot have a loan for two reasons. Firstly, he has not been in Canada long enough for the bank to know whether he is reliable and honest and capable of running a business. Secondly, he has no house or property to back the loan.

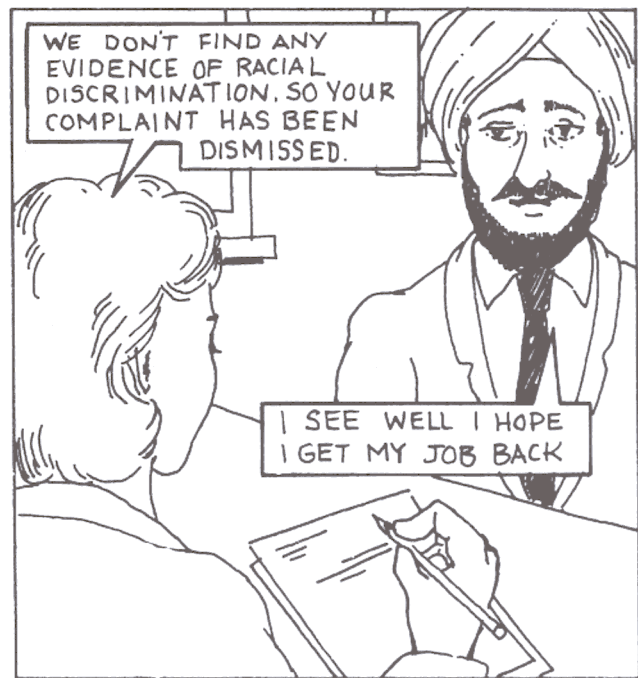
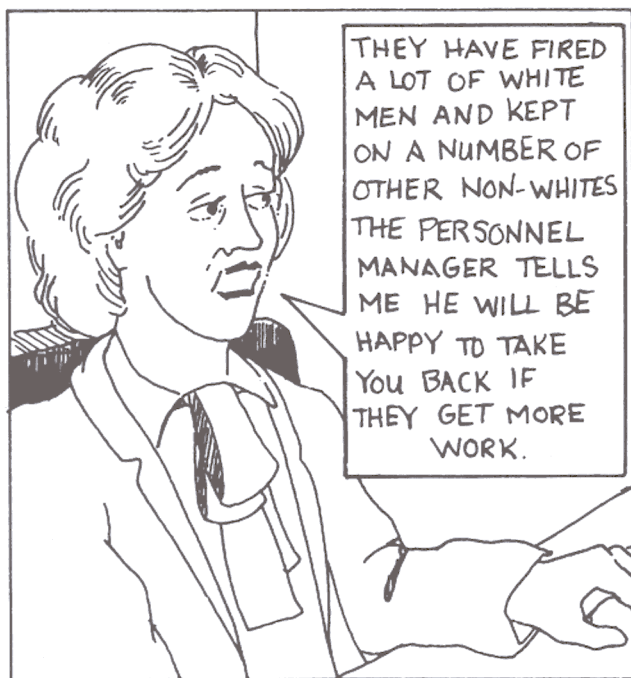
What would you do if you were Alok Singh?

1. Forget the loan.
2. Go to the head office of the bank.
3. Go back to the local bank branch and try again.
4. Write a letter to the head office of the bank complaining about the bank manager.
5. Find a friend or relative to guarantee the loan and ask again.
6. Borrow money from relatives or friends.
7. Go to the Human Rights Commission and charge the bank manager with racism.

## Case History #2







## Discussion

1. Why was Jaswinder laid off?
2. Why did Jaswinder think he had been laid off?
3. Why couldn't the Human Rights Commission help Jaswinder?
4. How did the employer convince the Human Rights Officer that Jaswinder's lay off had nothing to do with his race?
5. If a company doesn't have enough work, who do you think should get laid off; the newest workers or the ones who aren't good at the job?



## What Would You Do?

Willis is a black man who works in a food factory. Some of the people at work give Willis a hard time. They call him names like "nigger" and "junglebunny." He always seems to get stuck with the worst shifts. The foreman seems to tell Willis off for things that the other guys get away with. Willis is really fed up.

What do you think he should do?

1. Ignore it, and get on with the job.
2. Tell the guys that he's fed up and ask them to stop.
3. Go to the personnel office and make a complaint about the foreman.
4. Start calling the other guys names and see how they like it.
5. Speak to the union representative and ask for advice.
6. Go to the Human Rights people.
7. Get a job somewhere else where the people are nicer.
8. Ask for a transfer to another section of the factory.

Discuss Willis' choices with your group. Decide which are the best things he can do. He may choose to do more than one thing. Write by each choice whether you think it is a good or a bad suggestion and why.

Choice 1 \_\_\_\_\_

Choice 2 \_\_\_\_\_

Choice 3 \_\_\_\_\_

Choice 4 \_\_\_\_\_

Choice 5 \_\_\_\_\_

Choice 6 \_\_\_\_\_

Choice 7 \_\_\_\_\_

Choice 8 \_\_\_\_\_

Canadä