

The Saskatchewan Human Rights Code

being

Chapter S-24.1 of the *Statutes of Saskatchewan, 1979* (effective August 7, 1979) as amended by the *Statutes of Saskatchewan, 1980-81, c.41 and 81; 1989-90, c.23; 1989-90, 1993, c.55 and 61; and 2000, c.26.*

NOTE:

This consolidation is not official. Amendments have been incorporated for convenience of reference and the original statutes and regulations should be consulted for all purposes of interpretation and application of the law. In order to preserve the integrity of the original statutes and regulations, errors that may have appeared are reproduced in this consolidation.

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CHAPTER S-24.1

An Act respecting the Saskatchewan Code of Human Rights and its Administration

SHORT TITLE

Short title

1 This Act may be cited as *The Saskatchewan Human Rights Code*.

INTERPRETATION

Interpretation

2(1) In this Act:

- (a) “**age**” means any age of eighteen years or more but less than sixty-five years;
- (b) “**commercial unit**” means any building or other structure or part thereof that is used or occupied, or that is intended, arranged or designed to be used or occupied, for the manufacture, sale, resale, processing, reprocessing, displaying, storing, handling, garaging or distribution of personal property or any space, in any such building, structure or part thereof, that is used or occupied, or that is intended, arranged or designed to be used or occupied, as a separate business, professional unit or office;
- (c) “**commission**” means the Saskatchewan Human Rights Commission;
- (d) “**creed**” means religious creed;
- (d.1) “**disability**” means:
 - (i) any degree of physical disability, infirmity, malformation or disfigurement and, without limiting the generality of the foregoing, includes:
 - (A) epilepsy;
 - (B) any degree of paralysis;
 - (C) amputation;
 - (D) lack of physical co-ordination;
 - (E) blindness or visual impediment;
 - (F) deafness or hearing impediment;
 - (G) muteness or speech impediment; or
 - (H) physical reliance on a service animal, wheelchair or other remedial appliance or device; or

(ii) any of:

(A) an intellectual disability or impairment;

(B) a learning disability or a dysfunction in one or more of the processes involved in the comprehension or use of symbols or spoken language; or

(C) a mental disorder;

(e) **“employee”** means a person employed by an employer and includes a person engaged pursuant to a limited term contract;

(f) **“employer”** means a person employing one or more employees and includes a person acting on behalf of an employer;

(g) **“employers’ organization”** means an organization of employers formed for the purpose of regulating relations between employers and employees or for purposes that include the regulation of relations between employers and employees;

(h) **“employment agency”** includes a person who undertakes, with or without compensation, to procure employees for employers and a person who undertakes, with or without compensation, to procure employment for persons;

(h.1) **“family status”** means the status of being in a parent and child relationship and, for the purposes of this clause:

(i) **“child”** means son, daughter, stepson, stepdaughter, adopted child and person to whom another person stands in place of a parent;

(ii) **“parent”** means father, mother, stepfather, stepmother, adoptive parent and person who stands in place of a parent to another person;

(i) **“housing accommodation”** means any place of dwelling and includes any place where other services are provided in addition to accommodation, but does not include a place of dwelling that is part of a building in which the owner or the owner’s family resides and where the occupant of the place of dwelling is required to share a bathroom or kitchen facility with the owner or the owner’s family;

(i.01) **“marital status”** means that state of being engaged to be married, married, single, separated, divorced, widowed or living in a common-law relationship, but discrimination on the basis of a relationship with a particular person is not discrimination on the basis of marital status;

(i.1) **“mental disorder”** means a disorder of thought, perception, feelings or behaviour that impairs a person’s:

(i) judgment;

(ii) capacity to recognize reality;

(iii) ability to associate with others; or

(iv) ability to meet the ordinary demands of life;

(j) **“minister”** means the member of the Executive Council to whom for the time being the administration of this Act is assigned;

(k) “**occupational association**” means any organization, whether incorporated or otherwise, in which membership is a prerequisite to carrying on any trade, occupation or profession, but does not include a trade union or employers’ organization;

(l) “**offer**” includes an invitation to treat;

(m) “**person**”, in addition to the extended meaning contained in *The Interpretation Act*, includes an employment agency, employers’ organization, occupational association or trade union;

(m.01) “**prohibited ground**” means:

- (i) religion;
- (ii) creed;
- (iii) marital status;
- (iv) family status;
- (v) sex;
- (vi) sexual orientation;
- (vii) disability;
- (viii) age;
- (ix) colour;
- (x) ancestry;
- (xi) nationality;
- (xii) place of origin;
- (xiii) race or perceived race; and
- (xiv) receipt of public assistance;

(m.1) “**receipt of public assistance**” means the receipt of:

- (i) assistance as defined in *The Saskatchewan Assistance Act*; or
- (ii) a benefit as defined in *The Saskatchewan Income Plan Act*;

(m.2) “**religion**” includes all aspects of religious observance and practice as well as beliefs;

(n) **Repealed.** 1989-90, c.23, s.3.

(o) “**sex**” means gender, and, unless otherwise provided in this Act, discrimination on the basis of pregnancy or pregnancy-related illnesses is deemed to be discrimination on the basis of sex;

(p) “**trade union**” means an organization of employees formed for the purpose of regulating relations between employees and employers or for purposes that include the regulation of relations between employees and employers;

(q) “**undue hardship**” means, for the purposes of sections 31.2 and 31.3, intolerable financial cost or disruption to business having regard to the effect on:

- (i) the financial stability and profitability of the business undertaking;
- (ii) the value of existing amenities, structures and premises as compared to the cost of providing proper amenities or physical access;
- (iii) the essence or purpose of the business undertaking; and
- (iv) the employees, customers or clients of the business undertaking, disregarding personal preferences;

but does not include the cost or business inconvenience of providing washroom facilities, living quarters or other facilities for persons with physical disabilities where those facilities must be provided by law for persons of both sexes.

(2) For the purpose of dealing with any case of alleged discrimination pursuant to this Act, no ground of discrimination shall be interpreted as extending to any conduct that is prohibited by the *Criminal Code*.

1979, c.S-24.1, s.2; 1989-90, c.23, s.3; 1993, c.61, s.3; 2000, c.26, s.3.

OBJECTS

Objects

3 The objects of this Act are:

- (a) to promote recognition of the inherent dignity and the equal inalienable rights of all members of the human family; and
- (b) to further public policy in Saskatchewan that every person is free and equal in dignity and rights and to discourage and eliminate discrimination.

1979, c.S-24.1, s.3.

PART I BILL OF RIGHTS

Right to freedom of conscience

4 Every person and every class of persons shall enjoy the right to freedom of conscience, opinion and belief and freedom of religious association, teaching, practice and worship.

1979, c.S-24.1, s.4.

Right to free expression

5 Every person and every class of persons shall, under the law, enjoy the right to freedom of expression through all means of communication, including, without limiting the generality of the foregoing, the arts, speech, the press or radio, television or any other broadcasting device.

1979, c.S-24.1, s.5.

Right to free association

6 Every person and every class of persons shall enjoy the right to peaceable assembly with others and to form with others associations of any character under the law.

1979, c.S-24.1, s.6.

Right to freedom from arbitrary imprisonment

7 Every person and every class of persons shall enjoy the right to freedom from arbitrary arrest or detention.

1989-90, c.23, s.4.

Right to elections

8 Every qualified voter resident in Saskatchewan shall enjoy the right to exercise freely his or her franchise in all elections and shall possess the right to require that no Legislative Assembly shall continue for a period in excess of five years.

1979, c.S-24.1, s.8; 2000, c.26, s.4.

PART II PROHIBITION OF CERTAIN DISCRIMINATORY PRACTICES

Right to engage in occupations

9 Every person and every class of persons shall enjoy the right to engage in and carry on any occupation, business or enterprise under the law without discrimination on the basis of a prohibited ground.

2000, c.26, s.5.

Discrimination in the purchase of property prohibited

10(1) No person shall, on the basis of a prohibited ground:

- (a) deny to any person or class of persons the opportunity to purchase any commercial unit or any place of dwelling that is advertised or in any way represented as being available for sale;
- (b) deny to any person or class of persons the opportunity to purchase or otherwise acquire land or an interest in land; or
- (c) discriminate against any person or class of persons with respect to any term of the purchase or other acquisition of any commercial unit or any place of dwelling, land or any interest in land.

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(2) Nothing in subsection (1) prohibits discrimination on the basis of age, where such discrimination is permitted or required by any law or regulation in force in the province.

(3) Nothing in subsection (1) prohibits the sale, the offering for sale or the advertising for sale of a place of dwelling for occupancy by persons over 55 years of age exclusively.

1979, c.S-24.1, s.10; 1989-90, c.23, s.6; 1993, c.61, s.5; 2000, c.26, s.6.

Discrimination in occupancy of commercial unit or housing accommodation is prohibited

11(1) No person, directly or indirectly, alone or with another, or by the interposition of another shall, on the basis of a prohibited ground:

(a) deny to any person or class of persons occupancy of any commercial unit or any housing accommodation; or

(b) discriminate against any person or class of persons with respect to any term of occupancy of any commercial unit or any housing accommodation.

(2) Subsection (1) does not apply to discrimination on the basis of the sex of a person with respect to housing accommodation, where the occupancy of all the housing accommodation in a building, except that of the owner or the owner's family, is restricted to individuals who are of the same sex.

(3) Subsection (1) does not apply to discrimination on the basis of the sex or sexual orientation of a person with respect to the renting or leasing of any dwelling unit in any housing accommodation that is composed of not more than two dwelling units, where the owner of the housing accommodation or the owner's family resides in one of the two dwelling units.

(4) Nothing in subsection (1) prohibits the renting or leasing, the offering for rent or lease or the advertising for rent or lease, of any housing accommodation for occupancy by persons over 55 years of age exclusively.

1979, c.S-24.1, s.11; 1989-90, c.23, s.7; 1993, c.61, s.6; 2000, c.26, s.7.

Discrimination prohibited in places to which public admitted

12(1) No person, directly or indirectly, alone or with another, or by the interposition of another shall, on the basis of a prohibited ground:

(a) deny to any person or class of persons the accommodation, services or facilities to which the public is customarily admitted or that are offered to the public; or

(b) discriminate against any person or class of persons with respect to the accommodation, services or facilities to which the public is customarily admitted or that are offered to the public.

(2) Subsection (1) does not apply to prevent the barring of any person because of the sex of that person from any accommodation, services or facilities upon the ground of public decency.

(3) Subsection (1) does not apply to prevent the denial or refusal of any accommodation, services or facilities to a person on the basis of age, if the accommodation, services or facilities are not available to that person by virtue of any law or regulation in force in the province.

(4) Subsection (1) does not apply to prevent the giving of preference because of marital status or family status with respect to membership dues, fees or other charges for services or facilities.

1979, c.S-24.1, s.12; 1989-90, c.23, s.8; 1993, c.61, s.7; 2000, c.26, s.8.

Right to education

13(1) Every person and every class of persons shall enjoy the right to education in any school, college, university or other institution or place of learning, vocational training or apprenticeship without discrimination on the basis of a prohibited ground other than age.

(2) Nothing in subsection (1) prevents a school, college, university or other institution or place of learning from following a restrictive policy with respect to enrolment on the basis of sex, creed, religion or disability, where it enrolls persons of a particular sex, creed or religion exclusively, or is conducted by a religious order or society, or where it enrolls persons who are disabled.

1979, c.S-24.1, s.13; 1989-90, c.23, s.9; 1993, c.61, s.8; 2000, c.26, s.9.

Prohibitions against publications

14(1) No person shall publish or display, or cause or permit to be published or displayed, on any lands or premises or in a newspaper, through a television or radio broadcasting station or any other broadcasting device, or in any printed matter or publication or by means of any other medium that the person owns, controls, distributes or sells, any representation, including any notice, sign, symbol, emblem, article, statement or other representation:

(a) tending or likely to tend to deprive, abridge or otherwise restrict the enjoyment by any person or class of persons, on the basis of a prohibited ground, of any right to which that person or class of persons is entitled under law; or

(b) that exposes or tends to expose to hatred, ridicules, belittles or otherwise affronts the dignity of any person or class of persons on the basis of a prohibited ground.

(2) Nothing in subsection (1) restricts the right to freedom of expression under the law upon any subject.

1979, c.S-24.1, s.14; 1989-90, c.23, s.10; 1993, c.61, s.9; 2000, c.26, s.10.

Discrimination prohibited in contracts

15(1) No person shall, in making available to any person a contract that is offered to the public:

- (a) discriminate against any person or class of persons on the basis of a prohibited ground; or
- (b) include terms in the contract that discriminate against a person or class of persons on the basis of a prohibited ground.

(1.1) The right pursuant to subsection (1) does not apply to discrimination on the basis of disability within the meaning of subclause 2(d.1)(ii) where a person refuses to contract with another person who does not have the legal capacity to contract.

(1.2) The right pursuant to subsection (1) is not infringed where:

- (a) a contract of automobile, life, accident or sickness or disability insurance;
- (b) a contract of group insurance between an insurer and an association or person;
- (c) a life annuity;
- (d) a pension contract; or
- (e) any contract other than one mentioned in clauses (a) to (d);

is prescribed in the regulations as a contract or one of a category of contracts that differentiates or makes a distinction, exclusion or preference on reasonable and bona fide grounds because of disability, age or family status.

(1.3) **Repealed.** 2000, c.26, s.11.

(2) **Repealed.** 1980-81, c.41, s.3.

1979, c.S-24.1, s.15; 1980-81, c.41, s.3; 1989-90, c.23, s.11; 1993, c.61, s.10; 2000, c.26, s.11.

Discrimination prohibited in employment

16(1) No employer shall refuse to employ or continue to employ or otherwise discriminate against any person or class of persons with respect to employment, or any term of employment, on the basis of a prohibited ground.

(2) No employee shall discriminate against another employee on the basis of a prohibited ground.

(3) No employment agency shall discriminate against any person or class of persons in receiving, classifying, disposing of or otherwise acting on applications for the agency's service or in referring an applicant or applicants to an employer or anyone acting on an employer's behalf on the basis of a prohibited ground.

(3.1) No employer shall use, in the hiring or recruitment of persons for employment, an employment agency that discriminates against any person or class of persons seeking employment on the basis of a prohibited ground.

(4) No provision of this section relating to age prohibits the operation of any term of a *bona fide* retirement, superannuation or pension plan, or any terms or conditions of any *bona fide* group or employee insurance plan, or of any *bona fide* scheme based upon seniority.

(5) Nothing in this section deprives a college established pursuant to an Act of the Legislature, a school, a board of education or the Conseil scolaire fransaskois of the right to employ persons of a particular religion or religious creed where religious instruction forms or may form the whole or part of the instruction or training provided by the college, school, board of education or Conseil scolaire fransaskois pursuant to *The Education Act, 1995*.

(6) **Repealed.** 1989-90, c.23, s.12.

(7) The provisions of this section relating to any discrimination, limitation, specification or preference for a position or employment based on sex, disability or age do not apply where sex, ability or age is a reasonable occupational qualification and requirement for the position or employment.

(8) This section does not prohibit an employer from refusing to employ or refusing to continue to employ a person for reasons of any prohibited ground of discrimination where the employee is:

- (a) employed in a private home; or
- (b) living in the home of the employer.

(9) The provisions of this section shall not be construed to prohibit distinctions in terms or conditions of employment where those distinctions are permitted by virtue of *The Labour Standards Act* or the regulations made pursuant to that Act.

(10) This section does not prohibit an exclusively non-profit charitable, philanthropic, fraternal, religious, racial or social organization or corporation that is primarily engaged in serving the interests of persons identified by their race, creed, religion, colour, sex, sexual orientation, family status, marital status, disability, age, nationality, ancestry, place of origin or receipt of public assistance from employing only or giving preference in employment to persons similarly identified if the qualification is a reasonable and *bona fide* qualification because of the nature of the employment.

(11) This section does not prohibit an employer from:

- (a) granting employment to, continuing to employ or advancing a person who is the parent, child or spouse of another employee of the employer where a reasonable and bona fide cause exists for the employer's action; or
- (b) refusing to employ, to continue to employ or to advance a person who is the parent, child or spouse of another employee of the employer where a reasonable and bona fide cause exists for the employer's refusal.

1979, c.S-24.1, s.16; 1980-81, c.41, s.4; 1989-90, c.23, s.12; 1993, c.55, s.188; 1993, c.61, s.11; 2000, c.26, s.12.

Right to membership in professional and trade associations

17 Every person and every class of persons shall enjoy the right to membership, and all the benefits appertaining to membership, in any professional society or other occupational association without discrimination on the basis of a prohibited ground.

2000, c.26, s.13.

Discrimination by trade unions prohibited

18 No trade union shall exclude any person from full membership or expel, suspend or otherwise discriminate against any of its members, or discriminate against any person in regard to employment by any employer, on the basis of a prohibited ground.

2000, c.26, s.14.

Forms, etc., not to express discrimination

19(1) No person shall use or circulate any form of application for employment to which this Act applies or publish any advertisement in connection with that employment or prospective employment or make any written or oral inquiry or statement in connection with that employment that:

- (a) expresses, either directly or indirectly, a limitation, specification or preference indicating discrimination or an intention to discriminate on the basis of a prohibited ground; or
 - (b) contains a question or request for particulars with respect to a prohibited ground.
- (2) Notwithstanding subsection (1), for the purposes of subsection 16(5) or (10), an application or advertisement for employment may specify or contain a request for information respecting a qualification or preference permitted pursuant to subsection 16(5) or (10).

2000, c.26, s.15.

PART III ADMINISTRATION

Interpretation of Part, “member”

20 In this Part, “**member**” means a member of the commission.

1979, c.S-24.1, s.20.

Commission

- 21(1)** The Saskatchewan Human Rights Commission is hereby continued.
- (2) The persons appointed as members pursuant to *The Saskatchewan Human Rights Commission Act* continue as members until such time as new members are appointed pursuant to subsection (3).
- (3) The commission shall consist of not less than three members appointed by the Lieutenant Governor in Council.
- (4) The Lieutenant Governor in Council shall designate one of the members as Chief Commissioner and may designate one other member as Deputy Chief Commissioner.

(5) Subject to subsections (6) and (7), each member shall be appointed for a term of five years and shall hold office until a successor is appointed and may be reappointed for further terms of five years.

(6) Of the members first appointed after this section comes into force:

(a) one-third, as nearly as may be, shall be appointed for a term of three years;

(b) one-third, as nearly as may be, shall be appointed for a term of four years; and

(c) the remaining members shall be appointed for a term of five years;

and thereafter each member shall be appointed for a term of five years.

(7) The Lieutenant Governor in Council may appoint a person to fill any vacancy in the membership of the commission and that person shall be appointed to hold office for the remainder of the term of office of the member being replaced.

(8) The Lieutenant Governor in Council may determine the remuneration for services and allowances for travelling and other expenses that shall be paid to members.

(9) A quorum of the commission is a majority of the members or three members, whichever is the lesser.

(10) A decision of a quorum of the commission is the decision of the commission and, in the event of an equality of votes on any matter, the Chief Commissioner, or, in the absence or inability to act of the Chief Commissioner, the Deputy Chief Commissioner, has a casting vote.

1979, c.S-24.1, s.21; 2000, c.26, s.16.

22 Repealed. 2000, c.26, s.17.

Appointment of staff and consultants and payment of witness fees

23(1) The commission may appoint or employ any officers, clerks or other employees that are required for the proper conduct of its business, and may determine their duties, powers, conditions of employment and remuneration.

(2) The commission may engage the services of any legal counsel, consultants and technical advisors that it considers necessary to assist it in carrying out its responsibilities and may pay any fees and expenses that it considers necessary.

(3) The commission may pay any witness fees and allowances that may be provided by the Lieutenant Governor in Council with respect to the attendance of witnesses before a human rights tribunal appointed pursuant to this Act.

1979, c.S-24.1, s.23; 2000, c.26, s.18.

Superannuation

24 *The Public Service Superannuation Act* and *The Superannuation (Supplementary Provisions) Act* apply to any persons appointed or employed by the commission pursuant to subsection 23(1).

2000, c.26, s.19.

Duties of commission

25 The commission shall:

- (a) forward the principle that every person is free and equal in dignity and rights without regard to religion, creed, marital status, family status, sex, sexual orientation, disability, age, colour, ancestry, nationality, place of origin, race or perceived race or receipt of public assistance;
- (b) promote an understanding and acceptance of, and compliance with, this Act;
- (c) develop and conduct educational programs designed to eliminate discriminatory practices;
- (d) disseminate information and promote understanding of the legal rights of residents of the province and conduct educational programs in that respect;
- (e) further the principle of the equality of opportunities for persons, and equality in the exercise of the legal rights of persons, regardless of their status;
- (f) conduct and encourage research by persons and associations actively engaged in the field of promoting human rights;
- (g) forward the principle that cultural diversity is a basic human right and fundamental human value.

1979, c.S-24.1, s.25; 1989-90, c.23, s.16; 1993, c.61, s.15; 2000, c.26, s.20.

Administration

26 The commission is responsible to the minister for the administration of this Act and any other Acts that are assigned by the Lieutenant Governor in Council to be administered by it.

1979, c.S-24.1, s.26.

PART IV COMPLAINTS

Complaints

27(1) Any person who has reasonable grounds for believing that any person has contravened a provision of this Act, or any other Act administered by the commission, in respect of a person or class of persons, may file with the commission a complaint in the form prescribed by the commission.

(2) Where a complaint is made by a person, other than the person who it is alleged was dealt with contrary to the provisions of this Act, or any other Act administered by the commission, the commission may refuse to act on the complaint unless the person alleged to be offended against consents.

(3) Where the commission has reasonable grounds for believing that any person has contravened a provision of this Act, or any other Act administered by the commission, in respect of a person or class of persons, the commission may initiate a complaint.

(4) One or more grounds of discrimination may be alleged in any complaint.

(5) Notwithstanding any other provision of this Act, the commission shall refuse to accept a complaint where the complaint is made more than two years after the person making the complaint became aware, or ought to have been aware, of the alleged act of discrimination.

(6) Where subsection (5) applies, the commission shall not initiate a complaint.

1979, c.S-24.1, s.27; 1980-81, c.81, s.2; 2000, c.26, s.21.

Dismissal and deferral of complaint

27.1(1) In this section, “**proceeding**” includes a proceeding authorized by another Act, a civil proceeding or a grievance under a collective agreement.

(2) At any time after a complaint is filed or initiated pursuant to section 27, the Chief Commissioner, or person designated by the Chief Commissioner, may dismiss the complaint where he or she is of the opinion that:

- (a) the best interests of the person or class of persons on whose behalf the complaint was made will not be served by continuing with the complaint;
- (b) the complaint is without merit;
- (c) the complaint raises no significant issue of discrimination;
- (d) the substance of the complaint has been appropriately dealt with pursuant to another Act or proceeding;
- (e) the complaint is made in bad faith or for improper motives or is frivolous or vexatious;
- (f) there is no reasonable likelihood that an investigation will reveal evidence of a contravention of this Act; or
- (g) the complaint arises out of circumstances for which an exemption order has been made pursuant to section 48.

(3) The Chief Commissioner may, at any time after a complaint is filed or initiated, defer further action if another proceeding, in the opinion of the Chief Commissioner, is more appropriate having regard to the nature of the allegations and the remedies available in the other proceeding.

2000, c.26, s.22.

Inquiry into a complaint

28(1) Where a complaint is filed with or initiated by the commission, the Chief Commissioner, or any person designated by the Chief Commissioner, shall, subject to subsection 27(5) and section 27.1, do one or more of the following:

- (a) attempt to resolve the complaint by mediation between the parties;
- (b) attempt to negotiate a settlement of the complaint;
- (c) investigate the complaint;
- (d) continue an investigation of the complaint after an unsuccessful attempt to mediate or settle the matter.

(2) The Chief Commissioner may, at any time after a complaint is filed or initiated pursuant to section 27, request the chairperson of the human rights tribunal panel to appoint a human rights tribunal to conduct an inquiry respecting the complaint.

(2.1) A complaint shall be considered settled for the purposes of this Act only if the Chief Commissioner has approved the terms of the settlement.

(3) Where a complaint is settled for the purposes of this Act or a decision or order is made pursuant to section 31.3 or 31.4 by a human rights tribunal, the Chief Commissioner may, in his or her discretion, publicize in any manner the results of the settlement, decision or order.

(4) to (8) **Repealed.** 1989-90, c.23, s.17.

1979, c.S-24.1, s.28; 1989-90, c.23, s.17; 2000, c.26, s.23.

Search and seizure

28.1(1) For the purposes of an investigation pursuant to subsection 28(1):

- (a) the commission; or
- (b) any person authorized by the commission;

may, with the consent of the owner or occupier, enter into any premises that in the opinion of the commission or the person authorized by the commission may provide information relating to the inquiry.

(2) Where permission to enter a premises is denied by an owner or occupier pursuant to subsection (1), the commission or any person authorized by the commission shall not enter into the premises unless authorized to do so by a warrant issued pursuant to subsection (3).

(3) A justice of the peace or judge of the Provincial Court of Saskatchewan, if satisfied by information on oath that access to premises is required for the purposes of an investigation pursuant to section 28(1) may issue a warrant authorizing the commission or a person authorized by the commission to enter and view those premises.

(4) Every warrant issued pursuant to subsection (3) shall be executed between sunrise and sunset unless the judge otherwise directs.

(5) For the purposes of an investigation pursuant to subsection 28(1), the commission or any person authorized by the commission may at any reasonable time:

- (a) require the production of books, documents, correspondence, records or other papers that related or may relate to the complaint;
- (b) make any inquiries relating to the complaint, of any person, in writing or orally; and
- (c) subject to subsection (6), on giving a receipt for books, documents, correspondence, records or other papers, remove any books, documents, correspondence, records or other papers examined pursuant to this section for the purpose of making copies or extracts of those books, documents, correspondence, records or other papers.

- (6) The commission or any person authorized by the commission shall:
- (a) carry out the copying of books, documents, correspondence, records or papers removed pursuant to clause (5)(c) with reasonable dispatch; and
 - (b) promptly return the books, documents, correspondence, records or papers after the copying to the person who produced or furnished them.
- (7) Where any person has refused or failed to comply with a demand, requirement or request pursuant to subsection (5), the commission or any person designated by the commission on application *ex parte*, may request a justice of the peace or a judge of the Provincial Court of Saskatchewan to grant an order requiring that person to immediately produce those items to the Commission or its designate, and the judge may make any other order that he considers necessary to enforce the provisions of subsection (5).
- (8) No person shall hinder, obstruct, resist, molest or interfere with the commission or any person designated by the commission, or attempt to hinder, obstruct, resist, molest or interfere with the commission or its designate, in the investigation of a complaint under this Act or any other Act administered by the commission.

1989-90, c.23, s.18; 2000, c.26, s.24.

Human rights tribunals

- 29(1)** The Lieutenant Governor in Council shall appoint a human rights tribunal panel consisting of at least three persons to act as human rights tribunals.
- (2) The Lieutenant Governor in Council shall designate one of the persons appointed pursuant to subsection (1) as chairperson.
- (3) Every person appointed to the human rights tribunal panel pursuant to subsection (1) is to hold office for a term of five years and until a successor is appointed, and may be reappointed for one further term of five years.
- (4) Every person appointed to the human rights tribunal panel pursuant to subsection (1) shall:
- (a) be a member in good standing of the Law Society of Saskatchewan or of an equivalent organization of another province or territory and have been a member in good standing for at least five years; or
 - (b) have experience or expertise in human rights law.
- (5) Members of the human rights tribunal panel are to be paid remuneration for their services and allowances for their expenses at the rates set by the Lieutenant Governor in Council.

2000, c.26, s.25.

Appointment of human rights tribunal

- 29.1(1)** Where the Chief Commissioner requests the chairperson of the human rights tribunal panel to appoint a human rights tribunal, the chairperson shall:
- (a) appoint from the human rights tribunal panel one member to form the human rights tribunal to conduct an inquiry respecting a human rights complaint; and

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- (b) communicate to the parties to the inquiry the name of the member appointed as the human rights tribunal.
- (2) The chairperson may appoint himself or herself as the human rights tribunal pursuant to subsection (1).
- (3) The chairperson may, with the approval of the minister, appoint more than one member to form a human rights tribunal.

2000, c.26, s.25.

Powers of a human rights tribunal**29.2(1)** The human rights tribunal panel may:

- (a) establish pre-hearing procedures to facilitate settlement of complaints; and
- (b) establish rules requiring the parties to disclose, before an inquiry begins, any documentary or expert evidence the parties intend to use at an inquiry.
- (2) A human rights tribunal may:
 - (a) make decisions at a pre-hearing conference respecting the merits of a complaint that are binding on the parties;
 - (b) divert matters to alternative methods of dispute resolution, with the consent of the parties;
 - (c) require parties to attend a pre-hearing conference for the purposes of:
 - (i) promoting settlement;
 - (ii) identifying the legal and factual issues in dispute;
 - (iii) producing an agreed statement of facts;
 - (iv) resolving procedural issues; and
 - (v) dealing with any other matter the parties may agree to deal with or the human rights tribunal determines should be dealt with;
 - (d) make orders requiring the parties to disclose, before the inquiry begins, any documentary or expert evidence the parties intend to use at the inquiry; and
 - (e) allow a party to examine other parties under oath before the inquiry begins.

2000, c.26, s.25.

Responsibilities of a human rights tribunal**29.3** A human rights tribunal shall:

- (a) conduct inquiries into complaints, as directed by the chairperson; and
- (b) adjudicate equal pay complaints pursuant to sections 19 and 20 of *The Labour Standards Act*.

2000, c.26, s.25.

Review of commission's decision

- 29.4(1)** Not later than 30 days after receiving notice of the Chief Commissioner's decision to dismiss a complaint pursuant to subsection 27.1(2), a complainant may, by notice in writing to the chairperson of the human rights tribunal panel, request an inquiry respecting the complaint.
- (2) The complainant shall serve the Chief Commissioner and the person against whom the complaint was made with the notice requesting an inquiry.
- (3) After the Chief Commissioner is served with the notice, he or she shall provide the complainant and the chairperson with a copy of the record respecting the complaint.
- (4) The chairperson or a member of the human rights tribunal panel shall review the decision of the Chief Commissioner and may order an inquiry.
- (5) Where an inquiry is ordered pursuant to subsection (4), the person who made the determination pursuant to subsection (4) shall not participate in the inquiry.
- (6) The complainant shall have carriage of the complaint in an inquiry ordered pursuant to subsection (4).
- (7) Counsel for the commission may participate in the inquiry.
- (8) Sections 30 to 33, other than clause 30(1)(a), apply to an inquiry ordered pursuant to subsection (4), with any necessary modification.

2000, c.26, s.25.

Parties to proceeding

- 30(1)** The parties to an inquiry before a human rights tribunal with respect to any complaint are:
- (a) the commission, which shall have carriage of the complaint;
 - (b) the person named in the complaint as the complainant;
 - (c) any person named in the complaint who is alleged to have been dealt with contrary to the provisions of this Act;
 - (d) any person named in the complaint who is alleged to have contravened this Act; and
 - (e) any other person specified by a human rights tribunal, on any notice that the human rights tribunal may determine and after the person has been given an opportunity to be heard against the adding of the person as a party.
- (2) A true copy of the complaint shall be annexed to the notice of the hearing that is given to any party other than the commission.

1979, c.S-24.1, s.30; 2000, c.26, s.26.

Evidence at inquiry

31(1) The human rights tribunal shall inquire into the matters complained of and give full opportunity to all parties to present evidence and make representations, through counsel or otherwise.

(2) Subject to any procedures and rules established by the human rights tribunal panel pursuant to subsection 29.2(1), a human rights tribunal may determine its own procedure and may receive and accept any evidence and information on oath, affidavit or otherwise that in its discretion it considers appropriate, whether admissible as evidence in a court of law or not, and the human rights tribunal has all the powers conferred on commissioners by sections 3 and 4 of *The Public Inquiries Act*.

(3) The oral evidence taken before a human rights tribunal shall be recorded.

(4) Without restricting the generality of subsection (2), a human rights tribunal shall, on an inquiry, be entitled to receive and accept evidence led for the purpose of establishing a pattern or practice of resistance to or disregard or denial of any of the rights secured by this Act, and the human rights tribunal shall be entitled to place any reliance that it considers appropriate on the evidence and on any pattern or practice disclosed by the evidence in arriving at its decision.

2000, c.26, s.27.

Commission counsel

31.1 Counsel for the commission is entitled to participate in any inquiry in the same manner as counsel representing any party to the inquiry, including the right to call, examine and cross-examine witnesses and to address the human rights tribunal.

2000, c.26, s.27.

Dismissal of complaint

31.2 A human rights tribunal shall dismiss a complaint where, at the conclusion of an inquiry, the human rights tribunal finds that:

- (a) the complaint to which the inquiry relates is not substantiated; or
- (b) the only basis on which the complaint could be substantiated is that the premises, facilities or services of the person complained against impede physical access or lack proper amenities for persons with disabilities and ordering that any measures be taken to improve physical access or provide proper amenities would cause undue hardship to the person complained against.

2000, c.26, s.27.

Orders by human rights tribunal

31.3 Where the human rights tribunal finds that the complaint to which the inquiry relates is substantiated on a balance of probabilities, the human rights tribunal may, subject to section 31.5, order any person who has contravened any provision of this Act, or any other Act administered by the commission, to do any act or thing that in the opinion of the human rights tribunal constitutes full compliance with that provision and to rectify any injury caused to any person and to make compensation for that injury, including:

- (a) requiring that person to cease contravening that provision and, in consultation with the commission on the general purposes of that provision, to take measures, including adoption of a program mentioned in section 47, to prevent the same or a similar contravention occurring in the future;
- (b) requiring that person to make available to any person injured by that contravention, on the first reasonable occasion, any rights, opportunities or privileges that, in the opinion of the human rights tribunal, are being or were being denied the injured person and including, but without restricting the generality of this clause, reinstatement in employment;
- (c) requiring that person to compensate any person injured by that contravention for any or all of the wages and other benefits of which the injured person was deprived and any expenses incurred by the injured person as a result of the contravention;
- (d) requiring that person to pay any compensation that the human rights tribunal considers appropriate, to any person injured by that contravention, for any or all additional costs of obtaining alternative goods, services, facilities or accommodations and any expenses incurred by the injured person as a result of the contravention; and
- (e) requiring that person, where the complaint is based on disability and the premises, facilities or services of the person complained against impede physical access or lack proper amenities, to take measures to make the premises, facilities or services accessible or to provide proper amenities, other than measures that would cause an undue hardship.

2000, c.26, s.27.

Order respecting compensation

31.4 A human rights tribunal may, in addition to any other order it may make pursuant to section 31.3, order the person who has contravened or is contravening that provision to pay any compensation to the person injured by that contravention that the human rights tribunal may determine, to a maximum of \$10,000, where the human rights tribunal finds that:

- (a) a person has wilfully and recklessly contravened or is wilfully and recklessly contravening any provision of this Act or any other Act administered by the commission; or
- (b) the person injured by a contravention of any provision of this Act or any other Act administered by the commission has suffered with respect to feeling, dignity or self-respect as a result of the contravention.

2000, c.26, s.27.

Terms of order

31.5(1) No order made pursuant to section 31.3 shall contain a term:

- (a) requiring the removal of an individual from a position if that individual accepted employment in that position in good faith; or
- (b) requiring the expulsion of an occupant from any housing accommodation if the occupant obtained that housing accommodation in good faith.

(2) An order made pursuant to section 31.3 or 31.4 may require the person against whom the order is made to provide the Chief Commissioner with information respecting the implementation of the order.

2000, c.26, s.27.

Restrictions on tribunals

31.6(1) No human rights tribunal conducting an inquiry respecting a complaint shall have taken part in any investigation or consideration of the complaint before the inquiry or shall communicate directly or indirectly in relation to the complaint with any person or representative of that person except on notice to all parties and with an opportunity for all parties to participate.

(2) Notwithstanding subsection (1), the human rights tribunal may seek legal advice independent of the parties, and in that case, the nature of the advice shall be made known to the parties in order that they may make submissions as to the law.

2000, c.26, s.27.

Appeals

32(1) Any party to a proceeding before a human rights tribunal may appeal on a question of law from the decision or order of the human rights tribunal to a judge of the Court of Queen's Bench by serving a notice of motion, in accordance with *The Queen's Bench Rules*, within 30 days after the decision or order of the tribunal, on:

- (a) the human rights tribunal;
- (b) the commission; and
- (c) the other parties in the proceeding before the human rights tribunal.

(1.1) On the application of any party, the judge may extend the appeal period mentioned in subsection (1) where, in the opinion of the judge, it is just and equitable to do so.

(2) Where a notice of motion is served on the human rights tribunal, it shall immediately file, in the office of the local registrar of the Court of Queen's Bench, the record of the proceedings before it in which the decision or order appealed from was made.

(2.1) The record mentioned in subsection (2) and a transcript of the oral evidence taken before the tribunal, if it is not part of the record of the tribunal, constitutes the record in the appeal.

(3) The minister is entitled to be heard, by counsel or otherwise, upon the argument of an appeal under this section.

(4) Where an appeal is taken under this section, the judge shall determine any question of law relating to the appeal and may affirm or reverse the decision or order of the human rights tribunal or remit the matter back to the human rights tribunal for amendment of its decision or order.

(5) The decision of the Court of Queen's Bench may be appealed to the Court of Appeal.

1979, c.S-24.1, s.32; 1993, c.61, s.16; 2000, c.26, s.28.

Order to become judgment

33(1) Any order made pursuant to section 31.3 or 31.4 by a human rights tribunal shall, on filing of a certified copy thereof in the office of the local registrar of the Court of Queen's Bench at the judicial centre nearest to the place where the inquiry was held, be entered as a judgment of the Court of Queen's Bench and may be enforced as such.

(2) No certified copy of an order mentioned in subsection (1) shall be accepted for filing by the local registrar unless the local registrar is satisfied that 30 days have elapsed since the day on which the order was made and that no notice of appeal has been filed.

(3) The local registrar may accept, as proof that no notice of appeal has been filed, an affidavit that no notice of appeal against the order has been served upon the commission or person filing the order within the thirty-day appeal period.

(4) An application to enforce an order of the human rights tribunal may be made to the court by and in the name of any one or more of the parties to the proceedings, and, upon the hearing of that application, the court is bound by the findings of the human rights tribunal and shall make any order or orders that may be necessary to cause every party with respect to which the application is made to comply with the order of the human rights tribunal.

1979, c.S-24.1, s.33; 2000, c.26, s.29.

Immunity

34 Neither the minister, the commission, a member of the commission, an employee of the commission nor a member of the human rights tribunal panel constituted pursuant to this Act is liable for any loss or damage suffered by any person by reason of any thing done or omitted to be done in good faith pursuant to or in the exercise or supposed exercise of the powers conferred by this Act.

2000, c.26, s.30.

PART V
REMEDIES AND ENFORCEMENT

Offences and penalties

35(1) Every person who contravenes or fails to comply with an order made under section 31.3, 31.4, 32 or 38 or under subsection 47(1) is guilty of an offence and liable on summary conviction to the penalties provided in subsection (3).

(2) **Repealed.** 2000, c.26, s.31.

(3) Any person who is convicted of an offence mentioned in subsection (1) and who is:

(a) an individual is liable to a fine of not more than \$500 in the case of a first offence or to a fine of not more than \$2,000 in the case of a subsequent offence;

(b) a person other than an individual is liable to a fine of not more than \$2,000 in the case of a first offence or to a fine of not more than \$3,000 in the case of a subsequent offence.

(4) The penalties provided by this section may be enforced on the information of the Chief Commissioner or any other person in whose favour an order has been made pursuant to section 31.3, 31.4, 32 or 38.

1979, c.S-24.1, s.35; 1980-81, c.41, s.5; 2000,
c.26, s.31.

Prosecution of trade union, occupational association or employers' organization

36(1) A prosecution for an offence under this Act may be instituted against a trade union, occupational association or employers' organization in the name of the trade union, occupational association or employers' organization.

(2) For the purpose of this Act, a trade union, occupational association or an employers' organization is deemed to be a legal entity and any act or thing done or omitted to be done by an officer or agent of a trade union, occupational association or an employers' organization who is acting within the scope of the officer's or agent's authority on behalf of the trade union, occupational association or employers' organization is deemed to be an act or thing done or omitted to be done by the trade union, occupational association or employers' organization, as the case may be.

1979, c.S-24.1, s.36; 2000, c.26, s.32.

Proceeding not invalidated by technical irregularity

37 No proceeding under this Act shall be deemed to be invalid by reason of any defect in form or any technical irregularity.

1979, c.S-24.1, s.37.

Injunction

38(1) Where a person has been convicted of an offence under this Act or any other Act administered by the commission, the commission may apply by way of notice of motion to a judge of the Court of Queen's Bench for an order enjoining that person from continuing or repeating the offence, and the judge may make any order that he considers fit.

(2) Any order made under subsection (1) may be enforced in the same manner as any other order or judgment of the Court of Queen's Bench.

(3) The commission or any person may, by statement of claim, bring action in Her Majesty's Court of Queen's Bench for Saskatchewan against any person for an injunction to restrain the person:

(a) from depriving, abridging or otherwise restricting or attempting to deprive, abridge or restrict a person or a class of persons in the enjoyment of a right pursuant to this Act or any other Act administered by the commission; or

(b) from contravening or attempting to contravene any provision of this Act or any other Act administered by the commission.

(3.1) In an action pursuant to subsection (3), the judge may make any order that the judge considers fit.

(4) An appeal lies to the Court of Appeal from the order or decision of a judge made under subsection (3).

1979, c.S-24.1, s.38; 1993, c.61, s.17.

Onus of proof

39(1) Where, in a proceeding under this Act, it is established that the party complained against, directly or indirectly, by himself, herself or any other person on his or her behalf:

(a) deprived or attempted to deprive a person or class of persons of the enjoyment;

(b) abridged or attempted to abridge the enjoyment by a person or class of persons; or

(c) otherwise restricted or attempted to otherwise restrict a person or class of persons in the enjoyment;

of any accommodation, services or facilities which are offered to the public or which are ordinarily available to the public, or to which the public is customarily admitted, or of the occupancy of any housing accommodation or commercial unit, the onus is on the party against whom the complaint is made or the accused, as the case may be, to prove on a balance of probabilities that the deprivation, abridgment, restriction or attempted deprivation, abridgment or restriction was not because of discrimination against that person or class of persons contrary to any provisions of this Act or any other Act administered by the commission.

(2) Where, in a proceeding under this Act, it is established that the party complained against, directly or indirectly, by himself, herself or any other person on his or her behalf, refused to employ or continue to employ or otherwise discriminated against any person or class of persons with respect to employment or any term, condition or privilege of employment, the onus is on the party against whom the complaint is made or the accused, as the case may be, to prove on a balance of probabilities that the refusal or discrimination was not because of discrimination against that person or class of persons contrary to any provision of this or any other Act administered by the commission.

1979, c.S-24.1, s.39; 2000, c.26, s.33.

Court may order compensation to and reinstatement of an employee

40 Where an employer is convicted for violation of section 16 or of having suspended, transferred, laid off or discharged an employee contrary to this Act, the convicting court may, in addition to any other penalty, order the employer to pay to the employee compensation for loss of employment in an amount not exceeding an amount that, in the opinion of the court, is equivalent to the wages, salary or remuneration that would have accrued to the employee up to the date of conviction but for the suspension, transfer, layoff or discharge, and may order the employer to reinstate the employee in his or her employ, at any date that, in the opinion of the court, is just and proper in the circumstances, in the position the employee would have held but for the suspension, transfer, layoff or discharge.

1979, c.S-24.1, s.40; 2000, c.26, s.34.

No imprisonment

41 Notwithstanding any other Act, no person shall be imprisoned for default of payment of a fine imposed pursuant to this Act.

1979, c.S-24.1, s.41.

Conviction entered as judgement

42 Where a fine imposed pursuant to a conviction for a contravention of subsection 35(1) or (2) is not paid within the time designated by the court, the commission may, by filing the conviction, enter as a judgement in the Court of Queen's Bench the amount ordered to be paid, and that amount is enforceable against the accused in the same manner as any other judgement in civil proceedings in that court.

1979, c.S-24.1, s.42.

PART VI
GENERAL

Act binds Crown

43 This Act binds the Crown.

1979, c.S-24.1, s.43.

Act takes precedence unless expressly excluded

44 Every law of Saskatchewan is inoperative to the extent that it authorizes or requires the doing of anything prohibited by this Act unless it falls within an exemption provided by this Act or unless it is expressly declared by an Act of the Legislature to operate notwithstanding this Act.

1979, c.S-24.1, s.44.

Discrimination for taking part in proceedings under this Act prohibited

45 No person shall:

- (a) refuse to employ or to continue to employ any person;
- (b) threaten to dismiss or to penalize in any other way any person with respect to that person's employment or any term, condition or privilege thereof;
- (c) discriminate against any person with respect to that person's employment or any term, condition or privilege thereof; or
- (d) intimidate, retaliate against, coerce or impose any pecuniary or other penalty, loss or other penalty, loss or disadvantage upon any person;

on the grounds that that person:

- (e) has made or may make a complaint under this Act;
- (f) has made or may make a disclosure concerning any matter complained of;
- (g) has testified or may testify in a proceeding under this Act; or
- (h) has participated or may participate in any other way in a proceeding under this Act.

1979, c.S-24.1, s.45; 2000, c.26, s.35.

Regulations

46 For the purpose of carrying out the provisions of this Act according to their intent, the Lieutenant Governor in Council or the commission, subject to the approval of the Lieutenant Governor in Council, may make regulations that are ancillary to this Act, and every regulation made under this section has the force of law and, without restricting the generality of the foregoing, the Lieutenant Governor in Council or the commission, subject to the approval of the Lieutenant Governor in Council, may make regulations:

- (a) defining any word or expression used in this Act but not defined in this Act;

- (b) exempting persons or classes of persons from the provisions of Part II subject to any terms and conditions that the Lieutenant Governor in Council or commission may specify;
- (c) prescribing procedures for the commencement and conduct of inquiries;
- (d) prescribing qualifications for service animals;
- (e) prescribing contracts or categories of contracts for the purposes of subsection 15(1.2);
- (f) respecting information to be provided by persons complained against;
- (g) prescribing any matter or thing required or authorized by this Act to be prescribed in the regulations;
- (h) respecting any other matter or thing that the Lieutenant Governor in Council, or the commission with the approval of the Lieutenant Governor in Council, considers necessary to carry out the intent of this Act.

1979, c.S-24.1, s.46; 2000, c.26, s.36.

Programs, orders or approval of by commission

47(1) On the application of any person or on its own initiative, the commission may approve or order any program to be undertaken by any person if the program is designed to prevent disadvantages that are likely to be suffered by, or to eliminate or reduce disadvantages that are suffered by, any group of individuals when those disadvantages would be or are based on or related to the race, creed, religion, colour, sex, sexual orientation, family status, marital status, disability, age, nationality, ancestry or place of origin of members of that group, or the receipt of public assistance by members of that group by improving opportunities respecting services, facilities, accommodation, employment or education in relation to that group or the receipt of public assistance by members of that group.

(2) At any time before or after approval to a program is given by the commission, or a program is ordered by the commission or a human rights tribunal, the commission may:

- (a) make inquiries concerning the program;
- (b) vary the program;
- (c) impose conditions on the program; or
- (d) withdraw approval of the program as the commission thinks fit.

(3) Nothing done in accordance with a program approved pursuant to this section is a violation of the provisions of this Act.

1979, c.S-24.1, s.47; 1989-90, c.23, s.20; 1993, c.61, s.18; 2000, c.26, s.37.

Exemptions

48(1) Where any person or class of persons is entitled to an exemption under any provision of this Act or any other Act administered by the commission or where the Chief Commissioner considers it necessary and advisable, the Chief Commissioner may, upon application from the person who is entitled to the exemption or who seeks the exemption, by order made in accordance with any terms, conditions or criteria prescribed in the regulations, exempt that person or class of persons from any or all of the provisions of this Act, other than Part I, or from any or all of the provisions of any other Act administered by the commission.

(2) Notwithstanding that an exemption order has been made under subsection (1), the commission may, on its own initiative or upon application from any person or class of persons, terminate the exemption order, but the person or class of persons in whose favour the exemption order was made shall receive thirty days' written notice that the exemption order may be terminated and shall be allowed to make representation to the commission.

(3) Notice under subsection (2) may be given personally, by ordinary mail addressed to the last known postal address of the persons in whose favour the exemption order was made, or by publishing that notice on three consecutive days in the daily newspaper published closest to the places of residence of those persons.

1979, c.S-24.1, s.48; 2000, c.26, s.38.

Annual report

49(1) The commission shall, in each fiscal year, in accordance with *The Tabling of Documents Act*, submit to the minister a report upon the administration of this Act and in particular upon:

- (a) the number, nature and disposition of inquiries into complaints directed to it under this Act;
- (b) the number, nature and disposition of inquiries or investigations, public hearings and educational programs held under this Act;
- (c) the number, nature and dispositions of inquiries made under the authority of this Act and the results of any appeal; and
- (d) any other information the commission may consider necessary.

(2) The minister shall, in accordance with *The Tabling of Documents Act*, lay before the Legislative Assembly each report received by the minister pursuant to subsection (1).

1979, c.S-24.1, s.49; 2000, c.26, s.39.

Appropriation

50 Sums required for the purposes of this Act shall be paid out of moneys appropriated by the Legislature for the purpose.

1979, c.S-24.1, s.50.

REPEAL

R.S.S. 1978, c.B-3.1, c.F-2, c.F-3, c.S-9 and c.S-25 repealed

51 *The Blind Persons' Rights Act, The Fair Accommodation Practices Act, The Fair Employment Practices Act, The Saskatchewan Bill of Rights Act and The Saskatchewan Human Rights Commission Act* are repealed.

1979, c.S-24.1, s.51.