

PROTECTED GROUNDS



Yukon: Ancestry, including colour and race, national origin, ethnic or linguistic background or origin, religion or creed, or religious belief, religious association, or religious activity, age, sex (including pregnancy, and pregnancy related conditions), gender identity or gender expression, sexual orientation, physical or mental disability, criminal charges or criminal record, political belief, political association, or political activity, marital or family status, source of income, actual or presumed association with other individuals or groups whose identity or membership is determined by any of the grounds.



Northwest Territories: Race, colour, ancestry, nationality, ethnic origin, place of origin, creed, religion, age, disability, sex, sexual orientation, gender identity or expression, marital status, family status, family affiliation, political belief, political association, social condition and a conviction that is subject to a pardon or record suspension.



Nunavut: Race, colour, ancestry, ethnic origin, citizenship, place of origin, creed, religion, age, disability, sex, sexual orientation, marital status, family status, pregnancy, gender identity, gender expression, lawful source of income and a conviction for which a pardon has been granted. In addition to these grounds, the Act also protects individuals on the basis of their association (actual or perceived) with an individual(s) identified by a prohibited ground of discrimination.



Canadian Human Rights Act (Federally Regulated Employees): Race, national or ethnic origin, colour, religion, age, sex, sexual orientation, gender identity or expression, marital status, family status, genetic characteristics, disability and conviction for an offence for which a pardon has been granted or in respect of which a record suspension has been ordered.



British Columbia: Indigenous identity, race, colour, ancestry, place of origin, political belief, religion, marital status, family status, physical or mental disability, sex, sexual orientation, gender identity or expression, or age of that person or because that person has been convicted of a criminal or summary conviction offence that is unrelated to the employment or to the intended employment of that person.



Alberta: Race, religious beliefs, colour, gender, gender identity, gender expression, physical disability, mental disability, age, ancestry, place of origin, marital status, source of income, family status or sexual orientation.



Saskatchewan: Religion, creed, marital status, family status, sex, sexual orientation, physical or mental disability, age (18 or more), colour, ancestry, nationality, place of origin, race or perceived race, receipt of public assistance, and gender identity.



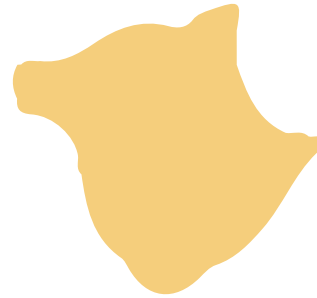
Newfoundland and Labrador: Race, colour, nationality, ethnic origin, social origin, religious creed, religion, age, disability (including perceived disability), disfigurement, sex, sexual orientation, gender identity, gender expression, marital status, family status, source of income, and political opinion, or because of the conviction for an offence that is unrelated to the employment of the person.



Manitoba: Ancestry (including colour and perceived race), nationality or national origin, ethnic background or origin, religion or creed, or religious belief, religious association or religious activity, age, sex (including sex-determined characteristics or circumstances), such as pregnancy, the possibility of pregnancy, or circumstances related to pregnancy; gender identity, sexual orientation, marital or family status, source of income, political belief, political association or political activity, physical or mental disability or related characteristics or circumstances (including reliance on a service animal, a wheelchair, or any other remedial appliance or device) social disadvantage.



Ontario: Age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status (including single status), gender identity, gender expression, record of offences (in employment only), sex, and sexual orientation.



New Brunswick: Race, colour, national origin, place of origin, ancestry, creed or religion, age, family status, marital status, sex, sexual orientation, gender identity, gender expression, physical or mental disability, social condition and political belief or activity.



Prince Edward Island: Age, association (with an individual or group of individuals who is protected under the Act), colour, race, creed or religion, criminal conviction, ethnic or national origin, family status or marital status, physical or mental disability, political belief, sexual orientation, source of income, sex or gender (including pregnancy and sexual harassment), gender identity and gender expression.



Quebec: Race, colour, sex, gender identity, gender expression, pregnancy, sexual orientation, civil status, age except as provided by law, religion, political convictions, language, ethnic or national origin, social condition, a handicap or the use of any means to palliate handicap.



Nova Scotia: Age, race, colour, religion, creed, ethnic, national or aboriginal origin, sex, sexual orientation, physical disability, mental disability, family status, marital status, source of income, irrational fear of contracting an illness or disease, association with protected groups or individuals, political belief, affiliation or activity, gender identity and gender expression.