

BC HUMAN RIGHTS COMPLAINTS FOR WORKPLACE SEXUAL HARASSMENT: PROCESS GUIDE

A. Who can make a human rights complaint in British Columbia?

If you have experienced **workplace sexual harassment** in British Columbia, you can [file](#) a human rights complaint with the [British Columbia Human Rights Tribunal](#) (also called the Tribunal). You can file a human rights complaint **free of charge**.

EXCEPTIONS - WHO CANNOT FILE A HUMAN RIGHTS COMPLAINT AT THE TRIBUNAL

A few employers, like banks, airlines, Indigenous band councils and others, are **federally regulated** by the Canadian government, which means the federal government oversees the workplace. If your employer is federally regulated, then you must make a human rights complaint with the [Canadian Human Rights Commission](#) (CHRC) within **one year** instead of the BC Human Rights Tribunal. See <https://www.chrc-ccdp.gc.ca/en/complaints/complaint-faqs> if you want to make a CHRC human rights complaint.

To find out if you work for a federally regulated employer, there is a list available online at: <https://www.canada.ca/en/services/jobs/workplace/federally-regulated-industries.html>. You can get more information about this at the end of this guide.

B. What counts as sexual harassment?

Sexual harassment is:

- Any unwanted comments, behaviour or actions that are sexual in nature or related to your sexuality, sexual orientation, gender, or gender identity or expression.
 - For example: sexual comments, touching, threats, stalking, sharing sexual photos or texts, crude jokes, repeatedly asking you for a date after you have said no, or saying negative things about your sexual orientation or gender expression or identity.
- This behaviour is having a negative effect on you.
 - For example: it could be causing you stress, sadness, affecting your work, causing medical problems, affecting your self-confidence, or other things.
- It can be just one incident, or it can be an ongoing pattern of behavior.

C. What counts as the “workplace”?

The “workplace” can be your actual work location, like an office, shop, or construction site. But it can also include times and places that are connected to work, like going for lunch with your coworkers, attending work-related training, or attending a work-related social event. It can also include social media related to your work or communication from coworkers or bosses outside of work hours.

D. What are the possible solutions (remedies) if I file a human rights complaint?

You can ask for money, or **financial compensation** (also known as “**remedies**”) for the impacts of the harassment:

- **Injury to dignity** – this means negative impacts on your mental or physical health or feelings, such as anxiety, stress, sadness, trouble sleeping, and lower self-confidence.
- **lost wages**.
- **expenses**, such as costs for counseling, expert reports, photocopying, etc.
- **interest** on these amounts.

You can also ask for other things, including:

- Reinstatement to your job. You may be able to get your job or position back.
- An order to make the employer stop the discriminatory behavior.
- An order to make the employer give you an opportunity that you were denied (for example, to be considered for a job or promotion).
- An order to make the employer hold trainings or change their policies.
- A declaration that the harassment was a human rights violation.

E. When do I need to start a complaint?

You need to file a complaint with the Tribunal within **one year** of the last time you were harassed. If it has been longer than one year, you should seek legal advice right away (see below for how to get free legal advice).

F. How do I start a complaint?

If you are making a complaint for yourself, you will need to go to the Tribunal and use a form called **Form 1.1- Individual Complaint**. You can find Form 1.1 online at: <https://www.bchrt.bc.ca/complaint-process/complain/file/>, go to “Complaint for an individual” and then click on either Online or Print versions for Form 1.1. The form includes instructions for sending it in by email, fax, mail, or hand delivery.

You can also make a complaint for more than one person if they all experienced similar discrimination at the same workplace. There is a different form (called **Form 1.3**) for this process, and it is available at <https://www.bchrt.bc.ca/complaint-process/complain/file/>. Go to “Complaint for a Group or Class” and click on either Online or Print versions.

G. How do I fill out the complaint form?

The complaint form has a number of parts. Read the next sections to learn about what to include in your complaint.

Step 1: Naming the complainant and respondent

You are the **complainant**. Include your contact information so the Tribunal can communicate with you.

The **respondent** is the person(s), employer(s), organization(s) or corporation(s) that harassed you, and that are responsible for keeping your workplace safe from harassment and bullying.

- **You should always name your employer on the form**, even if your boss or supervisor wasn't the one harassing you. This is because your employer is responsible for keeping the workplace safe. Your employer might be a company, or a person(s). To find your employer's correct legal name, you can look at a pay stub or T-4.
 - You can also find your employer's legal name by requesting a corporate search through BC online: <https://www2.gov.bc.ca/gov/content/employment-business/business/managing-a-business/permits-licences/businesses-incorporated-companies/searches-certificates>
- **You should also name any person who harassed you** in connection with your work. This could be a supervisor, a co-worker, an employee of another company during workplace related activities or worksite, or even a contractor or customer at work.

Step 2 (A): Area of discrimination

You will need to check boxes for the **area of discrimination**. You can check off more than one box.

Always check off **"employment"** for workplace sexual harassment. Then:

- Check off **"a job"** if your complaint is about discrimination in your job. This includes being sexually harassed at work.
- Check off **"job advertisement"** if your complaint is about discrimination in a job advertisement (such as a job ad stating a sex-based preference like "male candidates preferred").
- Check off **"wages"** if your complaint is about discrimination in wages (such as paying you less for the same work because of your sex/gender).

Step 2 (B): Grounds of discrimination

"Grounds of discrimination" means the different personal characteristics that are protected under human rights law in British Columbia, which is the *BC Human Rights Code*. Personal characteristics include sex, sexual orientation, race, religion, and others.

- Sexual harassment complaints will always include **sex, sexual orientation, or gender identity or expression**.
- However, there may be other grounds as well, such as race, family status, or disability. You can check off any grounds that were related to the discrimination you experienced.
- The grounds of discrimination do not need to be the only reason for the actions of the respondent(s). For example, if you experience workplace sexual harassment together with non-sexual bullying, you should still file a human rights complaint.

These are all of the protected characteristics under the *BC Human Rights Code*:

- race
- colour
- ancestry
- place of origin

- political belief
- religion
- marital status
- family status
- physical or mental disability
- sex
- sexual orientation
- gender identity or expression
- age
- having been convicted of a criminal or summary conviction offence that is unrelated to the employment or to the intended employment of that person

Step 3: Details of the discrimination

In this step you need to give details of what happened. There are three sections. The boxes on the form are very small, and if you find it easier, or need more space, you can write “see attached” in the box and then attach a separate page explaining what happened.

- **At Step 3 (1), explain the harm you experienced in only a few words.** For example, you could write that sexual harassment by a co-worker caused you stress, anxiety, feelings of fear or humiliation, lost wages, lost work, etc.
- **At Step 3 (2), explain how what happened and the harm it caused is related to the grounds of discrimination.** For example, “The comments were about my clothing and body so they were sexual in nature. This caused me stress and anxiety” or “I was passed over for a promotion because I would not go on a date with my boss, so I lost wages,” etc.
 - If you need more space, use extra sheets (maximum 5 pages total for Step 3. Mark the extra pages “Step 3”)
- **At Step 3 “Respondent #1”, write out the events that happened, from when they started until the most recent time.** Start with the first incident, and move forward to the last incident. You should do this for each respondent. If you don’t remember the exact dates, just write the year and month, as best as you can remember.
 - Add Respondent #2 if there were more than one harasser. For each respondent, you can use extra sheets (maximum 5 pages total for Step 3 if you need more space, Mark them “Respondent #1” or “Respondent #2”.
 - Include as much detail as you can remember for each incident, including **who** said or did what, **where** things happened, or **other details**. If you can remember the **exact words** that were said that were harassing, include these.
 - If there was harassing **text messages or emails**, write out at least some of the words used. You can summarize the messages if they are too long. Include details such as how many messages there were.

- When you fill out this section for the **respondent that is your employer**, include any times when you told a supervisor or your employer what happened and the result. For example, “I told my boss about what happened, but she said to ignore it and did not do anything.”
- It’s ok if you forget small details, but try to include all the important events that happened. Take your time so you don’t forget anything important.
- **You do not need to attach any evidence yet.** Evidence includes screenshots of texts, or emails, or affidavits or letters from your counsellor or doctor. You will have the chance to do this at a later stage.

Step 4, Part A: Is the complaint filed on time?

Your complaint should be filed within **one year** of the **last time** someone harassed or discriminated against you.

If some of the actions happened more than one year ago, you will have to explain whether all the actions are **related** or **similar**. If the behavior is similar or about the same issue or problem, it is related. The form gives some examples of this.

Step 4, Part B – Ask Tribunal to accept late complaints

If you miss the one-year deadline to file a human rights complaint, then you may ask the Tribunal to accept a **late complaint**. The Tribunal **may** accept late complaints. This is true, but it is very difficult to have a complaint accepted late, and you will need to make some specific arguments.

You should get legal advice right away if you think your complaint is late (see below for how to get free legal advice).

Step 5: Other proceedings

If you have already started another type of legal claim (like a union grievance, an Employment Standards complaint, or a Criminal proceeding is in progress against the harasser(s) and you have a criminal court file number), list it here. Sometimes, even after you submit your form, the Tribunal will **defer**, or pause, your human rights complaint, until the other process is finished. This often happens with union grievances.

You can make different types of legal claims at the same time, but sometimes making one kind of claim can limit your **remedies** with another type of claim.

For example, if you get a decision from the Employment Standards Branch saying your employer should pay you two weeks of wages, you will not also get paid for those same two weeks from the Tribunal. You may still, however, get other remedies from the Tribunal, such as compensation for injury to dignity or orders that the employer change their policies.

Even if you have started other legal proceedings, you should still file your human rights complaint within the one-year time limit. Waiting for the outcome or resolution of the other legal proceedings does **not** extend the Tribunal’s one-year time limit.

You should get legal advice about the different options available to you (**see below for how to get free legal advice**).

Step 6: Remedies

In this section check off the possible **solutions** or **remedies** that you would like to see happen. You can check off as many as you think are relevant. See **D. What are the possible solutions (remedies) if I file a human rights complaint?** of this information sheet to read more about remedies.

The form lists the possible remedies this way:

- Order to stop the discrimination
- Declaration that the conduct is discrimination
- Steps or programs to address the discrimination (examples: training, policy)
- Compensation for injury to dignity, feelings and self-respect
- Compensation for lost wages or other expenses
- Something specific: List (you can write something else here, like getting your job back)

This section also asks you to list any other person or organization who may be affected by your human rights complaint. For example, if you would like your job back, but someone else has been given the job, you would list them. If you are unsure about this, it is ok to leave this box blank.

Step 7: Mediation - saying yes or no to a settlement meeting

The form asks you if you would like to participate in a **settlement meeting**. A settlement meeting is sometimes also called **mediation** or an **early settlement meeting (ESM)**.

In a settlement meeting, a **mediator** from the Tribunal will have a private meeting with you and the respondent(s) to try to find a solution to the complaint that everyone can agree to. This is not a formal process, and it can happen by telephone, videoconference or in-person.

Some things to know are:

- The mediator is **neutral** (they are not on your side or the respondent's side), and they will suggest solutions. The mediator may give you their opinion on whether they think you have a strong case if it were to go to a formal hearing.
- You do not have to agree with the mediator's suggestions or accept the settlement offer the respondent(s) might make.
- It is completely up to you whether you want to have a settlement meeting. There is no risk to saying "yes" on the form, because you do not have to accept the mediator's suggestions or accept the respondent's offers.
- If you choose to say "no" on the form, this will not affect the outcome of your hearing, and you can still settle the complaint with the respondent on your own at any time, without the mediator.
- **Before you sign a settlement agreement with or without a mediator, it is important to get legal advice** (see below for more information on how to get free legal advice).

H. What happens after I file a complaint?

1. Tribunal Screening

When the Tribunal receives your complaint, it will look at your complaint to make sure it is within the one-year time limit and that it is about human rights and discrimination. They cannot help with WorkSafe BC claims or other types of legal issues. The Tribunal may write to you and ask for more information. If your complaint is within the one -year limit, and it is about something the Tribunal can help with, it will be accepted for filing.

2. Informal Settlement

The employer might make an offer of settlement even before the settlement meeting. You and the employer can agree to settle before the settlement meeting, just by communicating between the two of you. You can also settle this way after the settlement meeting, or at any time before the hearing.

Before you sign a settlement agreement with or without a mediator, it is important to get legal advice (see below for more information on how to get free legal advice).

3. Settlement Meeting

The next stage is a confidential **settlement meeting** with a Tribunal **mediator** (if you have chosen to say “yes” to a settlement meeting).

You can bring someone with you to provide support such as a support worker or friend, but you have to let the Tribunal know in advance. If you have an in-person settlement meeting, and you are uncomfortable being in the same room as the person who harassed you, you can let the Tribunal member know and you will be able to have a separate room.

Prepare for a settlement meeting by:

- Being ready to tell your story and say what happened and how it affected you.
- Having an idea of the solutions that are possible in your case (you can find out about the remedies given in cases similar to yours by doing case research or getting legal advice). Refer to the [BCHRC Awards Chart](https://bchrc.net/legal-information/remedies/) (available here: <https://bchrc.net/legal-information/remedies/>) for information on what awards the Tribunal has ordered in previous cases.
- Having a clear idea of the strength of your evidence and the seriousness of your case (legal advice is also helpful for this).
- Having a clear idea of what you would be willing to accept in terms of compensation and other solutions.
- Bringing documents or other evidence that may help the other side understand your case.
- **Considering the pros and cons of settlement for you.** Be aware that the respondent(s) will sometimes ask you to agree in writing that you will not talk about the settlement, or any of what happened to you, including the harassment, to anyone else, in exchange for a financial settlement. **These are legally binding agreements** often referred to [Non-Disclosure Agreements](#) and you should think carefully and get legal advice before signing this kind of agreement.

The settlement meeting might last a whole day, or it might end earlier if you come to an agreement, or if the settlement process is not working.

The mediation process is confidential, which means nobody is allowed to discuss it outside the mediation or use the information in a hearing later. However, the mediator can share the information

you give with the other side. If you want to ask the mediator something confidentially, clearly say that you want it to be kept confidential.

If you reach an agreement, you will be asked to withdraw your human rights complaint in exchange for whatever you have agreed with the other party (such as compensation, policy changes, etc.). You will need to sign a settlement agreement, which explains the agreement between the parties. You can see a sample settlement agreement online here: <https://www.bchrt.bc.ca/complaint-process/mediation/sample-settlement-agreements/>. **If you can, you should get legal advice in advance of the settlement meeting and before signing a settlement agreement** (see below for information on how to get free legal advice).

Many complaints are settled at the settlement meeting and that is the end of the process.

If you do not agree to a settlement at the settlement meeting, you can still settle later.

4. Response to Complaint

If you do not have a settlement meeting, or if it is unsuccessful, the next step is for the **respondent(s)** to file a **Form 2 (Complaint Response)**. In this form, the respondent will give their version of the facts, and some of their arguments or defences about the case. You will receive a copy of this.

5. Disclosure of Documents

After the respondent(s) files their **Response to Complaint**, within **35 days**, or by another date the Tribunal tells you, you must send all of your **relevant documents** to the respondents, along with a list of these documents, using **Form 9.1-Complaint Document Disclosure**. You can download Form 9.1 at https://www.bchrt.bc.ca/app/uploads/sites/876/2023/03/form_9_1_electronic.pdf.

You must also send the list to the Tribunal, although you do not need to send the documents themselves to the Tribunal.

What are “documents”?

- “Documents” mean anything that is in written or digital format that is relevant to the case. It includes evidence about the discrimination as well as its impact on you. This could be emails, photos, screenshots of text messages or social media pages, notes, pay stubs, employer policies, termination letters, medical and counselling records, etc.
- It also includes anything that shows you have tried to **mitigate** (reduce) the impact of the harassment on you, including efforts you have made to apply for other jobs if you have lost your job.
- You must provide everything that is relevant, even if it does not help you or is bad for your case. Relevant documents are documents that could help to prove or disprove the facts in your case.
- If you do not include all the relevant documents, it can be harmful to your case. If you are unsure, seek legal advice (see below for information on how to get free legal advice).

What about letters or written advice from a lawyer?

- Written advice from a lawyer is **privileged** and does not have to be disclosed.

What if I find or get more relevant documents later on?

- You have to keep disclosing documents to the respondent(s) if you find or get more relevant documents. There is an ongoing obligation to disclose for all parties to the complaint.

What can the respondent(s) do with my documents?

- The respondent(s) can only use the documents in this human rights case. They are confidential and cannot be shared publicly or used in other court proceedings without a court order.
- The same rules apply to you when you receive the respondent(s)' documents.

Within 70 days of the **Complaint Response** or when an **Application to Dismiss** is filed (whichever is sooner), the **respondent** must also provide all relevant documents to you, using a similar form (Form 9.2 – Respondent Document Disclosure).

You can also provide a list of witnesses using **Form 9.3-Witness List**, which you can download here: https://www.bchrt.bc.ca/app/uploads/sites/876/2023/03/form_9_3_electronic.pdf

6. Application to Dismiss

The **respondent** may have the chance to ask the Tribunal to dismiss your complaint before it goes to hearing, using an **Application to Dismiss**.

There are several reasons they can use, but most often the respondent will argue that your complaint has “no reasonable prospect of success.” You will have the chance to reply, in writing, and you should respond to the respondent’s arguments. You don’t need to prove your whole case, but you do need to show that the complaint is based on more than “mere speculation.”

If it applies in your case, explain that there are “key issues of credibility” which means that the Tribunal will have to decide who is telling the truth about what actually happened and the impact it had. For example, if your own testimony, or that of a witness, will be very important in helping the Tribunal decide if you were harassed, you should explain this. Legal advice is very helpful at this stage (see below for information on how to get free legal advice).

I. What happens at the Human Rights Hearing?

If you do not agree to a settlement, your case will go forward to a hearing. You will get a hearing date from the Tribunal and have time to prepare. Hearings are often approximately 2-3 days long, but some are longer.

At a hearing, witnesses are called to give evidence under oath and cross-examined by the other side, and legal arguments are made. A Tribunal member will decide if you have been discriminated against and, if so, what the remedy or remedies should be.

1. Getting Ready for a Hearing

Before the hearing, you will need to do all of these things:

- Be very familiar with your complaint, the respondent’s response, and all of the evidence.
- Understand how you will prove your case. This requires you to show:
 1. That the respondents breached the Human Rights Code (you were subject to sexual harassment at the workplace or other forms of discrimination on the protected grounds) AND
 2. That this caused a negative impact on you (so you can explain why the Tribunal should order the remedies you want)

- Prepare the questions you will ask your own **witnesses**, if you have any. Your witnesses are people who have seen or heard the harassment or discrimination.
- Prepare the questions you will ask the other side's witnesses. You will get a list of the witnesses the respondent(s) will be calling at the hearing. You will also have to tell them which witnesses you will be calling.
- Prepare your **witnesses**. They should be aware of what questions you will be asking them.
- Prepare an **opening statement** to tell the Tribunal Member how you will prove that harassment or discrimination happened to you, prove the negative impacts on you, and say what remedies you are looking for.
- If necessary, file a **summons** for each witness you want to call for your case who does not want to come to the hearing voluntarily. You can use **Form 8-Order to Attend Hearing** that is available here: https://www.bchrt.bc.ca/app/uploads/sites/876/2023/03/form_8_electronic.pdf
- Prepare your **documents** (the Tribunal will tell you how many copies you need to bring).
- Prepare a **closing statement** to summarize your argument and the remedies you are looking for.

2. Attend a Hearing

If you can, get legal advice before attending a hearing (see below for information on how to get free legal advice).

A hearing is a formal proceeding and things will happen in a specific order. At the hearing there will be a **Tribunal Member** (who will decide the case), you (and your lawyer if you have one), the respondent(s) (and their lawyer if they have one), and witnesses. The hearing is open to the public. Usually the order of things will be:

- **Introductions** by you and the respondent(s).
- Any **preliminary matters**. These are last-minute issues that should be dealt with before the hearing starts.
- **Opening statements**. You go first, then the respondent(s).
- **You and your witnesses will testify**, one person at a time. You will ask your witnesses questions. The respondent(s) will then have a chance to cross-examine you and your witnesses. You will be able to reply with more questions if the cross-examination raises new evidence.
- **The respondent(s)' witnesses will testify**. The respondent will ask the witnesses questions and you will have a chance to cross-examine them. The respondent will be able to reply with more questions if the cross-examination raises new evidence.
- The **Tribunal Member** may also ask questions.
- You can **object** to questions, and you should be ready to explain your objection to the Tribunal Member.
- After all of the evidence is done, you will have a chance to make a **closing statement**, and so will the respondent.
- Usually, the Tribunal Member will not decide right away. You will receive a **decision** via email or mail at a later date.

J. What happens after a hearing?

1. Enforcing a Judgement

If you win your case, and the Tribunal Member decides that the respondent(s) must pay money to you, usually the respondent(s) will pay. If they do not pay, you may need to go to the British Columbia Supreme Court to get the order enforced. This is a complex process and you should seek legal advice.

2. What if I disagree with the decision?

If you disagree with the decision, you should get legal advice right away because there are important timelines if you want to challenge the decision in court. This process is called a Judicial Review. (See below for information on how to get free legal advice).

K. What if I am punished for filing a complaint?

If you are discriminated against, fired, threatened, suspended, or otherwise punished for making a human rights complaint, for planning to make a human rights complaint, or for giving evidence as a witness, then this is **retaliation**. Retaliation is **not** allowed.

If this happens, you can start a separate complaint with the Tribunal using **Form 1.4 – Retaliation Complaint** (available online at: <https://www.bchrt.bc.ca/complaint-process/complain/file/>).

L. How are complaints normally resolved?

Most cases are resolved by settlement (Tribunal mediation or settlement between the parties) before the hearing, and a small proportion are resolved by hearing.

M. How long does it take?

If you resolve your complaint at a Settlement Meeting, this usually happens within six months. If you do not resolve the problem at that meeting (or through informal settlement), it may take another six months – 2+ years to finally resolve the problem through a hearing. If you choose not to use the Settlement Meeting, the total time until your hearing may be a few months shorter.

N. How does a human rights complaint interact with other legal options?

If you are part of a Union:

- If you have filed a grievance based on the workplace sexual harassment, the grievance will include human rights issues. You can choose between having your human rights issues heard at a grievance, or through the BC Human Rights Tribunal process, but both cannot happen at the same time.
- You should seek legal advice if you need help deciding which is best in your case (see below for information on how to get free legal advice).
- You can still start a human rights complaint if you have a grievance with your union or a claim with WorkSafeBC (also known as the Workers' Compensation Board)

Other options:

- There are other legal options, like Workers' Compensation from WorkSafeBC, Employment Standards, criminal complaint, wrongful dismissal, personal injury or privacy lawsuits that you may be able to pursue as well as a human rights complaint. Please refer to our other process guides for the various available **remedies** to consider which ones are the best match for your case.
- **You should get legal advice to help decide which options make sense for you.**
- Generally, you cannot have the same remedy twice – so if you received two weeks' worth of payment for lost wages from the Employment Standards Branch, you could not get payment for those same two weeks in your Human Rights complaint, but you might still be able claim other weeks, and other remedies like injury to dignity.
- It is very common for an employer to ask you to sign a **release** in exchange for settlement, and often this covers all types of claims. This means it would stop you from continuing or starting other types of legal processes. **It is important to get legal advice before signing a release.**

O. Where can I get more help with this?

Detailed process guides on other topics are available at: [Stand Informed Resources](#).

You can get free legal advice at:

BC Human Rights Clinic at Community Legal Assistant Society

This Clinic provides free summary advice, 1-2 hours of legal assistance, or legal representation for some qualifying human rights complaints, to people who need help with a provincial human rights complaint. To qualify for representation, you must have already filed a complaint which has been accepted by the BC Human Rights Tribunal and be unable to obtain assistance from other sources.

Call: 1-855-685-6222 (Inquiry Line)

Email: infobchrc@clasbc.net

Website: <https://bchrc.net/services/legal-services/>

Access Pro Bono

This program provides free summary advice (15 minutes) from a lawyer, as well as several other legal assistance programs.

Call: 604-878-7400 or 1-877-762-6664

Email: appointments@accessprobono.ca

Website: <http://accessprobono.ca>

Law Students' Legal Advice Program (LSLAP)

This program provides free legal advice and representation (by supervised law students) in the Lower Mainland for low-income people at all stages of the human rights process.

Call: 604-822-5791

Website: <https://www.lslap.bc.ca>

University of Victoria Law Centre Human Rights Clinic (Victoria BC)

Provides free legal advice and representation with human rights issues to low-income clients.

Call: 250-385-1221

Email: reception@thelawcentre.ca

Website:

<https://www.uvic.ca/law/about/centre/services/humanrightsclinic.php>

Migrant Workers Centre – Respect at Work Legal Clinic

Provides free legal advice in the Lower Mainland for newcomers to Canada who have faced or are facing workplace sexual harassment.

Call: 604-684-3599 (clinic appointments)

Call: 604-404-1931 (hotline for advice and information)

Email: jobquest@issbc.org

Website: <https://mwcbc.ca/workplace-sexual-harassment/>

Vancouver Island Human Rights Coalition (Victoria, BC)

Provides advocacy for human rights complaints.

Call: 250-382-3012

Email: advocates@vihrc.com

Website: <https://vihrc.com>

Find an Advocate

You can also **find advocates** across BC by using PovNet's "Find an Advocate" Tool, available online: <https://www.povnet.org/find-an-advocate>.

RESOURCES

The British Columbia Human Rights Tribunal (the same one that deals with complaints) publishes guides, decisions, and other information on its website: <https://www.bchrt.bc.ca>

British Columbia Human Rights Glossary for Words and Phrases Used in Human Rights: <https://www.bchrt.bc.ca/law-library/glossary/>

The British Columbia Human Rights Tribunal – all Forms: <https://www.bchrt.bc.ca/law-library/forms/>

The BC Human Rights Clinic at CLAS published guides and information about human rights law and the process of filing a complaint on its website: <https://bchrc.net/legal-information/>

"Expanding our Vision: Cultural Equality and Indigenous Peoples' Human Rights" report available online: <https://www.bchrt.bc.ca/app/uploads/sites/876/2023/03/expanding-our-vision.pdf>

Human Rights in British Columbia Fact Sheets various fact sheets available online (in multiple languages): <https://www2.gov.bc.ca/gov/content/justice/human-rights/human-rights-protection/english>

Law Students' Legal Advice Program Manual (includes a chapter on human rights), available online: <https://www.lslap.bc.ca/manual.html>

British Columbia Human Rights Code, available online: https://www.bclaws.gov.bc.ca/civix/document/id/complete/statreg/00_96210_01

British Columbia Human Rights Tribunal decisions, available online: <https://www.canlii.org/en/bc/bchrt/>