



# Workplace Human Rights

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## Overview

At Field Law, we don't believe in a one-size-fits-all approach; we understand that each business, and each individual, has different needs and concerns that must be explored and considered, including the financial, reputational and time-related costs that often arise when dealing with human rights matters. Our lawyers will listen and work with you in order to develop effective strategies and solutions that are tailored to your specific circumstances.

Let us help you navigate your path forward. We can provide assistance with:

- Developing and implementing anti-harassment and anti-discrimination policies and guidelines
- Providing training for front-line supervisors and managers, and other managers or executives, with respect preventing or responding to human rights complaints
- Disability management, performance management or absenteeism concerns
- Advice regarding a return to work after an absence due to a disability
- Conducting investigations related to harassment or discrimination complaints
- Negotiating settlements
- Providing representation and acting in hearings before federal and provincial human rights tribunals

Field Law's Labour and Employment group has the knowledge, skills and resources to help you navigate the human rights landscape and can assist, whether you are a business or an individual.

### Businesses

- Looking to take proactive steps to prevent harassment and/or discrimination
- Investigating a complaint of harassment or discrimination
- In need of assistance in determining or fulfilling the duty to accommodate
- Required to respond to a potential or actual human rights complaint

### Individuals

- Seeking accommodation on the basis of disability, family status, religious beliefs or any other protected ground
- Who may have experienced discrimination based on a protected ground under human rights legislation

To discuss how Field Law can help you with your business or individual human rights matters, please contact [Kelly Nicholson](#) in Calgary or [Joël Michaud](#) in Edmonton and

## Industries

Cannabis  
Education  
Emerging Technology  
Energy + Environment  
Health  
Northern Canada  
Professional Regulatory

## Services

Constitutional  
Labour + Employment  
Workplace Investigations

Yellowknife. Stay up-to-date with all labour law issues by clicking [here](#) to sign up for our Workwise eNewsletter.

## Experience

Luchak v Primary Flow Signal Canada Inc. et al., 2023 AHRC 40

Boehnisch v Sunshine Village Corporation, 2019 AHRC 55

The Municipal Corporation of the City of Yellowknife and A.B. and The Northwest Territories Human Rights Commission, 2018 NWTSC 50

Andrews v. McHale and 1625531 (Gemstone Logistics) , 2016 FC 624

Andrews v. Canada (Attorney General), 2015 FC 780

## People

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## News + Views + Events

**February 2024**

[2023 - A Year in Review: Labour + Employment \(Part 2\)](#)

**August 2023 - 4 min read**

[Human Rights Claims After Termination of Employment: A Valid Release Puts the Past in the Past](#)

**August 2023 - 9 mins**

[Russian Association Claims Exclusion from Edmonton Heritage Festival is a Human Rights Violation](#)

**July 2023 - 3 min read**

[Screening Stage Showdown: Increased Odds of Complaints Going to Hearing](#)

**February 2023**

[2022 - A Year in Review: Labour + Employment \(Part 2\)](#)