

DISCRIMINATION

Assignment to a lift is about the work. Human Rights Code s. 13. Not a vibe, and not a pretext.

Working copy. Current controlled version is on this site.

THE CODE

The employer does not refuse to employ, refuse to continue to employ, or discriminate in any term of employment - including who is assigned to the lift - because of 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, age, or a conviction unrelated to the work. Human Rights Code s. 13. The employer does not refuse to assign a person for those reasons.

THIS WORK

Matching a person to a class of crane, a hitch, or a set of signals is a bona fide occupational requirement when it is real. A ticket, this machine, this site. It is not a pretext for a protected ground. 'Not the right fit' without the work named is not a reason.

ACCOMMODATE

The employer accommodates protected characteristics to the point of undue hardship. Accommodation does not put an impaired or restricted person onto a hook that the restriction forbids. See Fitness for Work, Impairment and Return to Work.

REPORT

Report to the supervisor or the employer at the workplace, or email info@sin.ae.org. If the alleged person is the supervisor or the employer, use that route anyway and name it. A complaint may also be filed with the BC Human Rights Tribunal. Bullying and harassment under WorkSafeBC is a separate file - PROVEN-POL-017 - and both can apply.