

A YEAR IN REVIEW

2017/2018 | ANNUAL REPORT

YUKON
HUMAN
RIGHTS
COMMISSION

COMMISSION
DES DROITS
DE LA PERSONNE
DU YUKON



A MESSAGE FROM OUR CHAIR

“ Looking back on the last year, a lot has happened in human rights around the world and here at home in Yukon. In October 2017, the **#MeToo** movement demonstrated the widespread prevalence of sexual assault and harassment, especially in the workplace. Starting with a hashtag on social media, the movement against sexual harassment and sexual assault has begun to empower people, especially women and girls, to speak out about their experiences of sexual violence and discrimination based on sex – and to demand both accountability and lasting social change. The hashtag **#MeToo** has truly changed minds, and given many who were not otherwise aware of this issue a new-found sense of the magnitude of the problem.

The Yukon Human Rights Commission is proud to have worked for decades to promote human rights in the workplace in Yukon – including support for businesses seeking to create robust and enforceable sexual harassment policies; free legal information for organizations or employers looking to prevent sexual harassment in the workplace; public legal education training and workshops about discrimination, sexualized harassment and consent; referrals and legal information for those who have experienced sexual discrimination including harassment; as well as the fair and just administration of the Commission’s role regarding human rights complaints as part of Yukon’s human rights complaint system as set out in the *Yukon Human Rights Act*.

In a changing world, where new technology and communications mean that we are able to hear from those most vulnerable in a more direct way than was possible before, it is a powerful thing to experience the start of a movement like **#MeToo**, and to see its impact on building a safer, more equal world for us all. It is a time to reflect on key values, like fairness, equality, justice, truth, and safety for all, and to work together to build a better future today. ”

Russell Knutson
Chair



A MESSAGE FROM OUR DIRECTOR

“ Commission Members and staff are dedicated to ensuring Yukon’s human rights commission remains a leader and innovator within the fabric of Canada’s human rights system.

The Yukon Human Rights Commission celebrated its 30th year at a well-attended open house on International Human Rights Day. We were delighted to open our new space with the Chundäy K’ánát’à Dancers from Elijah Smith Elementary School. The occasion was marked with thoughtful reflections by former Commission Members and the public, looking back on three decades of advancing human rights in Yukon.

We celebrate the Commission’s former legal counsel, Colleen Harrington, on her appointment in 2018 as a Member of the Canadian Human Rights Tribunal in Ottawa. We also congratulate Geneviève Chabot, former Deputy Chair, on her appointment as Deputy Chair of the Canadian Human Rights Commission. Finally, we sincerely thank Lynn Pigage for her 21 years of loyal service as Office Administrator to the Commission.

We look forward to the next 30 years, as the Yukon Human Rights Commission works to promote and protect the human rights of all people in Yukon. ”

Jessica Lott Thompson

Director

2017/2018 Budget at a Glance

REVENUE	2018	2017
Yukon Government Department of Justice Grant ¹	\$817,000	\$677,972
Other Grants	\$74,931	\$13,689
Expense Recovery and Other Income	\$12,753	\$2,015
Total Revenue	\$904,684	\$693,676
EXPENSES		
Administration and Operations	\$155,098	\$105,202
Staff	\$536,926	\$526,459
Commission Members	\$24,319	\$23,376
Public Education	\$17,935	\$4,441
Complaints Management	\$48,826	\$49,479
Total Expenses	\$783,104	\$708,957

¹ The YHRC received a supplementary funding allocation in the amount of \$135,000 in March 2018 in response to its request for additional funds towards ongoing extraordinary litigation and operational costs. High volumes of systemic litigation and operational costs are anticipated to continue in 2018-2019.

RIGHTS PROMOTION HIGHLIGHTS

Re-visioning Justice in the Yukon

In partnership with the Elizabeth Fry Society Yukon, Council of Yukon First Nations, and the Kwanlin Dün First Nation, the Yukon Human Rights Commission co-hosted the Re-visioning Justice in the Yukon conference held at the Kwanlin Dün Cultural Centre on May 29 and 30, 2017.

Public Education and Training

The Yukon Human Rights Commission regularly holds trainings and public information sessions to educate the public on human rights topics. As an example, Sexual Harassment in the Workplace was a well-attended session by a diverse group of people including human resource professionals, business owners, and employees.

March 21: International Day for the Elimination of Racial Discrimination

The Yukon Human Rights Commission acknowledges March 21, the International Day for the Elimination of Racial Discrimination. This day is an opportunity to promote tolerance, inclusion, unity and respect for diversity in the context of combatting racial discrimination. Every person is born free and equal in dignity and human rights, and each of us has an important role to play in eliminating racial discrimination.

The Yukon Human Rights Commission held a rally for Racial Equality and Justice on March 21, 2018. Despite the harsh weather, the rally was attended by roughly 40 people.



RIGHTS PROTECTION HIGHLIGHTS

The Yukon Human Rights Commission enforces the Yukon Human Rights Act by promoting the settlement of complaints, and if a complaint is not settled, taking a position that best aligns with the public interest as a party at a hearing before the Yukon Human Rights Board of Adjudication (YHRBA).

The Yukon Human Rights Panel of Adjudicators (YHRPA) is a panel or list of people appointed to decide human rights tribunal hearings. The YHRPA is a separate administrative body from the Yukon Human Rights Commission. The YHRBA makes a final determination of whether or not a complaint succeeds and discrimination occurred. In contrast, the Commission fulfills

a screening role and evaluates whether or not there is enough evidence of discrimination to refer a complaint to the YHRPA.

Complaints are confidential to the parties from the time they are made until they are referred to the YHRPA. In other words, complaints before the YHRBA are no longer confidential and can be reported on by the media.

The Commission supports the principle that open courts are foundational to the rule of law and linked to freedom of expression under the Canadian Charter of Rights and Freedoms. YHRPA decisions are posted on our website:

yukonhumanrights.ca.

2017/2018 BY THE NUMBERS

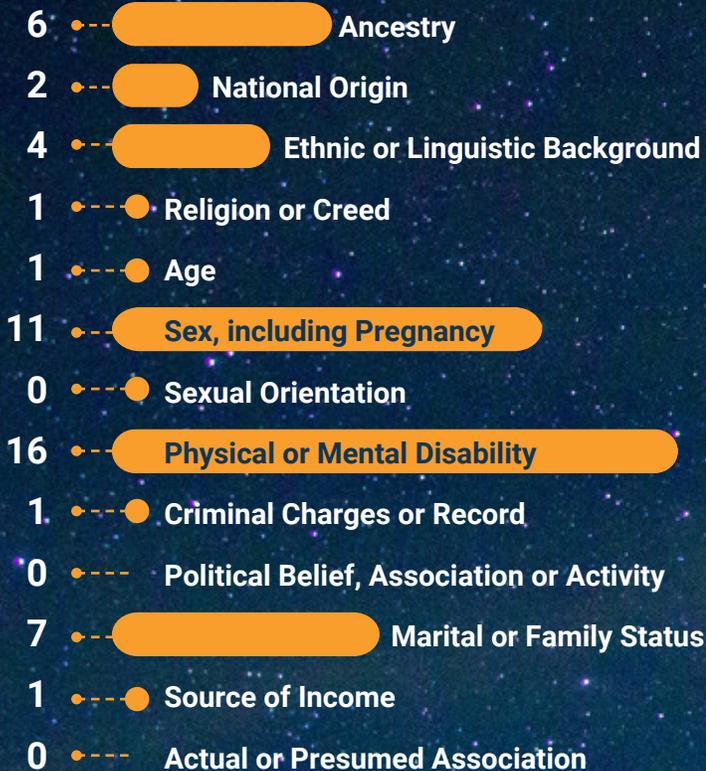
308

INQUIRIES
WERE MADE
IN 2017/2018

34

NEW COMPLAINTS
WERE FILED
IN 2017-2018

COMPLAINTS FILED BY GROUND



COMMISSION MEMBERS

- Russell Knutson, *Chair*
- Karen Moir, *Deputy Chair*
- Kathleen Avery
- Louise Bouvier
- Gavin Gardiner

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COMPLAINTS FILED BY AREA



- 0 Membership in or representation by unions or professional association
- 0 Public Contracts

COMPLAINTS CLOSED

