



Discrimination and Human Rights

Teacher's Guide



About Éducaloi and This Guide

Éducaloi is a non-profit organization that explains the law to Quebecers in simple language.

We do this through our website, print publications, videos, workshops, teaching guides and other activities.

The law is part of everyday life, even when we don't realize it. Think of driving a car, cell phone contracts or voting.

That's why Éducaloi makes guides for adult education teachers: real-life situations are their entry points for teaching.

The guides suggest teaching activities that link our legal information and courses in Quebec's adult education curriculum.

Each guide has a teacher and student version. The student version is available in SMART Notebook® form for whiteboards or as a PDF. For the student version, and to see other guides, go to educaloi.qc.ca/adulted.

We hope the guides inspire you to create other learning situations using legal information on our website: www.educaloi.qc.ca.

Éducaloi thanks teachers Peggy Chrisovergis and Janis Zubalik, who helped us create these guides.

We welcome your comments. Write to us at educaloi@educaloi.qc.ca.

Discrimination and Human Rights

Subject Area: Languages	Program of Study: English, Language of Instruction Alternative: Social and Political Life
Level: Literacy Alternative Level: Secondary Cycle One	Suggested Course: Rights and Responsibilities (ENG-2102-4)

Learning Situation	Providing advice about situations that might be discrimination under the law
Learning Goal	Understanding the laws on discrimination
Targeted Vocabulary	<ul style="list-style-type: none"> ● Discrimination, violation, human rights ● Accusation, mediation, court, tribunal, victim ● Newspaper, column, article, editor
Language Functions	<ul style="list-style-type: none"> ● Expressing understanding and compassion ● Giving information ● Speculating about possible solutions ● Expressing regret, providing encouragement ● Providing advice
Hook	Introduction: Access prior knowledge
Activities	<ol style="list-style-type: none"> 1. a) Scan an article b) Read a newspaper advice column 2. Search for information 3. Co-write a response 4. Read articles and write advice columns
Reinvestment or Optional Activities	<ol style="list-style-type: none"> 1. Write a Dear Albie article 2. Reply to other students' Dear Albie articles

Appendices	<ol style="list-style-type: none">1. Dear Albie Articles2. Synopsis of Legal Information for Each Article3. Extra Scenarios for Advice Columns and Legal Information for Each4. Additional Reading, Viewing and Listening5. Background Information on Human Rights Laws6. Other Human Rights Resources for Teachers
Estimated Time	6 hours

Access Prior Knowledge

Whole Class

- Display the image below of the newspaper (at Slide 3 in the Student's Guide). Use the questions below as prompts to elicit students' prior knowledge to prepare them for the learning situation.

RIGHTS COUNT

A Community Response to Violations of Our Rights



Father of three denied apartment. Did the landlord discriminate?

Dear Albie,

I'm a father of three young children. I've been looking for an apartment closer to my kids' school. Recently, I went to see one that was perfect. The landlord and I agreed on the terms of the lease but we didn't sign anything. Before leaving, I told him that I'd like to come by later so that my kids could see it too.



1. What is this?
 2. What is the name of the newspaper?
 3. What types of stories do you think this newspaper focuses upon?
 4. What is the heading of this story?
 5. What do you think it is about?
- Write students' ideas on the board.
 - Prompt students as much as necessary to get the vocabulary you are targeting (violations of human rights, against the law, etc.)

Scan an Article

Whole Class

- Distribute the Dear Albie article “*Father of three denied apartment. Did the landlord discriminate?*” to each student. (See Appendix 1 at page 10 or Slide 6 in the Student's Guide.)
- Use the reading strategy questions provided below to elicit students’ prior knowledge about advice columns in newspapers.
 1. What does the article look like?
 2. What kind of newspaper column is this?
 - How do you know?
 3. Who wrote the letter?
 - Do you think that Rent-to-Me Dad is the writer’s real name?
 4. To whom is the letter addressed?
 - What do you think this person does?

Read an Article

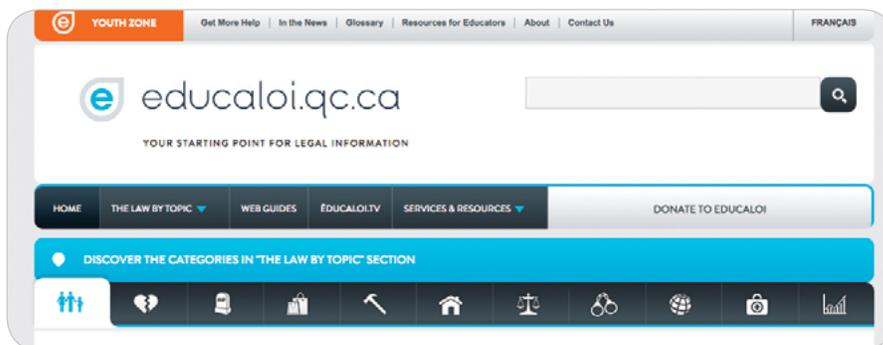
Whole Class

- Have students read the Rent-to-Me Dad article as a whole class or individually and answer the questions.
 1. What is Rent-to-Me Dad's problem?
 - What does he want?
 2. How do you think Albie will respond?
 - Can Rent-to-Me Dad get monetary compensation?
 - Can he do something to address the situation?
 3. Where can he find this type of information?
- You might want to provide a reading template for this activity to help students organize their ideas.
- Have students share their ideas as a whole class without worrying about the right or wrong answer according to Quebec law.

Searching for Information

Whole Class and Individually

- Display the image of the Éducaloi website (www.educaloi.qc.ca) and ask students the questions below.



1. Do you think we can find information here that would help Rent-to-Me Dad? Why or why not?
 2. Which icon do you think represents relevant information?
- Make sure students are using the reading cues (icons, headings, etc.) to identify relevant source material.
 - If you have access to a computer lab, have students navigate the site until they find the pertinent article. Students might want to use the "search" feature on the website. Alternatively, print and distribute this article to each student:
 - Discrimination and Rental Housing:
<https://www.educaloi.qc.ca/en/capsules/housing-no-discrimination-allowed>
 - Have students read the article.
 - Make sure that they are using a reading strategy (highlighting, underlining, taking notes, etc.) that can help them easily identify their findings.
 - If you are using a reading template, they can write their ideas there.

Writing a Response Model

Whole Class or Groups

- Co-create a model template for a response to Rent-to-me Dad.
 1. How should the response begin?
 2. What other elements should the response include?
- You can do this as a whole class or have students get into groups.
- You might also want to refer to advice columns in local newspapers to elicit some ideas.
- Your writing template can include:
 - a greeting
 - expressions of understanding or compassion
 - expressions of regret and/or encouragement
 - legal information from the Éducaloi website
 - possible solutions and advice
 - a salutation
- Have students share their ideas with the whole class.

Writing Advice Columns

Individual or Pair Work

- Introduce the situation to the class.

Learning Situation

You have taken on the role of providing advice for your community newspaper's advice column.

Read the headlines and articles.

Search the Éducaloi website for information that can help you provide advice for each situation.

Write responses and submit them to the copy editor.

- Distribute the articles to students. (See Appendix 1.)
- Tell students that they are going to follow the same procedure as in Activity 3: reading, searching and writing.
- To write their responses, students will have to use the two websites listed below. Alternatively, print and distribute these texts to each student:
 - Éducaloi's article Protections Against Discrimination: www.educaloi.qc.ca/en/capsules/protections-against-discrimination
 - Page on reasonable accommodation on the website of Quebec's human rights commission: w4.cdcdj.qc.ca/en/droits-de-la-personne/responsabilites-employeurs/Pages/accommodement.aspx
- Remind students to follow the response template that you co-created.
- You might want to have students exchange their written work with each other or with you (the copy editor) for feedback.
- Have students submit their final drafts.

Reinvestment or Optional Activities

Activity 1

- Have students think about a personal situation in which they felt discriminated against. Ask them to write their stories in the form of a Dear Albie article.
- Have students exchange their articles and write responses based on information they find on the Éducaloi website.

Activity 2

- Post an ad on the school's bulletin board that invites other students in the school to submit Dear Albie articles regarding discrimination.
- Have students respond to these submissions based on information they find on the Éducaloi website.



Appendix 1: Dear Albie Articles

Father of Three Denied Apartment Did Landlord Discriminate?

Dear Albie,

I'm a father of three young children. I've been looking for an apartment closer to my kids' school. Recently, I went to see one that was perfect. The landlord and I agreed on the terms of the lease but we didn't sign anything. Before leaving, I told him I'd like to come by later so my kids could see it too.

Later that day, I received a phone call from him telling me the apartment had been rented to someone else! I was very disappointed. Later, I found out the apartment was, in fact, still available.

I honestly believe that he didn't rent it to me because I have young children. I don't think that's fair. I'm sure I can get monetary compensation from him. I'm still looking for an apartment and that's costing me time!

Rent-to-Me Dad

Job Interview Question Discriminatory To Be or Not to Be a Mom... That Is *Not* the Question!

Dear Albie,

Recently, I went to a job interview that made me feel really uncomfortable. Initially, the interview was going very smoothly and, I have to say, I felt quite confident.

That did not last for very long, however. I became quite flustered when I was asked one particular question. I knew I was asked this because of my gender: "Do you plan on having any children?"

I was caught off guard. I answered the question, but honestly, it left a very bad taste in my mouth. Now, I don't even know if I want to work for them.

What could I have done? I regret answering that question.

To Be or Not to Be a Mom

Co-Workers Make Job Impossible for Gay Police Officer

Dear Albie,

I work as a police officer. And I'm openly gay.

Some of my co-workers make insulting comments about homosexuals whenever I walk by them at work.

It happens often and they are making things really uncomfortable for me. Their behaviour is starting to interfere with my work, and is affecting my health.

So far, my supervisor has not done anything to stop this. What can I do?

Out Cop

Appendix 2: Synopses of Legal Information for Each Article

Father of Three Denied Apartment Did Landlord Discriminate?

Refusing to rent to someone because that person has children is discrimination based on “civil status” and is against Quebec's human rights charter.

Money is not always the remedy for discrimination. Sometimes, other remedies are used. For example, if someone was fired from a job based on discrimination, the remedy could be ordering that the person be reinstated.

Job Interview Question Discriminatory To Be or Not to Be a Mom... That Is Not the Question!

This is not legal. Pregnancy is a prohibited basis of discrimination under Quebec's human rights charter. She could file a complaint with the Quebec human rights commission.

Co-Workers Make Job Impossible for Gay Police Officer

Employers in Quebec have a duty to make sure workplaces are free from discrimination and harassment. Discrimination based on a person's sexual orientation is against the law in Quebec. Aside from speaking to his co-workers, Out Cop can report the situation to the person responsible for human resources at his police force. If his employer does not act, Out Cop can file a complaint with the Quebec human rights commission.

Appendix 3: Extra Scenarios and Legal Information for Each

Healthy 60-Year-Old Refused Truck Driver's Job Lifting Heavy Boxes Considered Too Much for "Old Man"

Old Man applied for a job with a delivery company. Part of the job involves lifting heavy packages. He did not get the job. He is sure it is because of his age. He is 60 years old. Can the employer refuse Old Man the job because of his age?

Legal Information:

Discrimination based on age is generally not allowed. However, an employer can refuse a job applicant based on age if the employer can show that the person is not able to do the job because of advanced age. A 90-year-old might be too old to be a firefighter, for example.

Looking for Job Not Enough Financial Security for Landlord

Can-Pay-Rent is looking for an apartment. He finds one he likes and tells the landlord he wants to rent it. At first, the landlord seems willing to rent to Can-Pay-Rent. But he changes his mind when he asks questions about Can-Pay-Rent's work situation and finds out he is living on government social assistance.

Can-Pay-Rent explains that he should have a job soon since he is getting help with his job search. The landlord still does not want to rent to him. Is this legal? What could or should Can-Pay-Rent do?

Legal Information:

Discrimination based on "social condition" is prohibited under the Quebec charter of rights. Social condition refers to a person's situation based on income, occupation or level of education. For example, it can refer to being retired, homeless, a student or a getting social assistance or employment insurance.

However, landlords can legally turn down a prospective tenant if there are good reasons to think that person can't pay the rent. Landlords can also require proof that the applicant can pay the rent.

If Can-Pay-Rent's social assistance is enough to pay the rent, the landlord might be discriminating against him just because he is getting social assistance.

Appendix 4: Additional Reading, Viewing and Listening

- NFB film *Journey to Justice*: The story of a group of Canadians who fought for the rights of Black people in Canada: www.nfb.ca/film/journey_to_justice
Note: The NFB has a section for teachers that has many films on human rights: www.nfb.ca/education/resources/
- Look at Canadian Immigrant magazine online for stories of discrimination and resilience amongst Canadian immigrants, written by and for immigrants. canadianimmigrant.ca/
- The wider question of changing identities is explored in a series of BBC programs from the spring of 2016. These could be useful for an advanced group. www.bbc.com/news/world-35757586

Appendix 5: Background Information on Human Rights Laws

The Quebec *Charter of Human Rights and Freedoms* mentioned earlier in this guide applies to individuals, organizations and businesses in Quebec, and to the Quebec government and its laws and institutions at all levels (provincial departments, municipalities, school boards, municipal and provincial police forces, etc.).

What are situations in which this Charter must be respected? Here are examples: rental housing, job hiring, the workplace, public services and in public places such as restaurants, stores and hotels. The Charter can also protect people in legal agreements, such as union agreements and retirement plans.

The Quebec Charter does not apply to the federal government and its laws, or to businesses regulated by the federal government, such as banks, telecommunications companies and interprovincial transportation companies.

If someone wants to file a human rights complaint about the federal government or a federally-regulated business, the complaint must be filed with the Canadian Human Rights Commission under a law called the *Canadian Human Rights Act*. See the website of the Canadian Human Rights Commission to learn more.

You've also probably heard of the *Canadian Charter of Rights and Freedoms*. It applies to governments - federal, provincial and other - across Canada. However, complaints under the Canadian Charter must be brought to a regular court, not a human rights commission.

Appendix 6: Other Human Rights Resources for Teachers

- Website of the Quebec’s Commission des droits de la personne et des droits de la jeunesse (human rights commission): www.cdpdj.qc.ca/en/
 - For some topics, you can find videos along with texts.
 - The Commission also offers training sessions for teachers and creates its own educational tools: Go to “Training and resources” on the bottom of the English home page.
- Texts for various human rights laws: go to www.canlii.org and select English.
 - For Quebec's *Charter of Human Rights and Freedoms*: Select Quebec, then Statutes and Regulations. In the section “Consolidated Statutes of Quebec”, click on the letter c for Charter. Scroll down the list to *Charter of Human Rights and Freedoms*.
 - For the *Canadian Human Rights Act*: Select Canada, then Statutes and Regulations and search under the letter c.
 - For the *Canadian Charter of Rights and Freedoms*: Select Canada, then Statutes and Regulations then *The Constitution Act, 1982*. The *Charter* is Part I of *The Constitution Act*.

IMPORTANT NOTICE

The legal information in this guide should not be taken as advice. If you need advice on a specific situation, go to the Get More Help section of Éducaloi's website.

The law changes over time. The legal information in this guide is up to date to July 9, 2018. For the most recent information, go to Éducaloi's website.

Teachers in Quebec schools may make copies of this guide, but for educational purposes only. The legal content in this guide must not be altered.

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To find more guides for adult education teachers, go to educaloi.qc.ca/adulted.

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