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**SUMMARY OF THE MAJOR CASES INVESTIGATED BY THE NEWFOUNDLAND-LABRADOR  
HUMAN RIGHTS ASSOCIATION FROM APRIL 1, 1976 TO MARCH 31, 1977**

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- C 1. Person having legal claim against business for alledged damaged incurred on the commercial property (Legal)
- C 2. Person claiming unfair dismissal for not following store owner's policies (Labour)
- C 3. Person claiming discrimination by Provincial Department of Social Assistance (Service)
- C 4. Person alledging unfair treatment because of disciplinary action taken by Employer (Labour)
- C 5. Person alledging unfair treatment by Unemployment Insurance Commission on penalty being assessed (Labour)
- C 6. Person claiming unfair termination of employment because of personel background and childhood (Labour)
- C 7. Person claiming unfair treatment by hospital (Service)
- C 8. Person barred from Lounge for no apparent reason (Service)
- C 9. Person claiming unfair treatment by the Department of Social Services (Service)
- C 10. Person claiming discrimination by local news media (Service)
- C 11. Person claiming discrimination by landlord (Housing)
- C 12. Person alledging unfair treatment by the Courts and legal counsel (Legal)
- C 13. Person claiming that he was not paid proper rate of pay (Labour)
- C 14. Person claiming unfair treatment by Provincial Department of Highways (Service)
- C 15. Person claiming that he was not paid in accordance with Federal Government "Make Work Program" (Labour)
- C 16. Person alledged being paid less in Nfld. than in Halifax for doing the same work for the same employer. (Labour)

- C 17. Person having problem getting money that was owed on sale.  
(Legal)
- C 18. Person barred from Lounge for not following regulations outlined  
by owner. (Service)
- C 19. Person being terminated for alledged misconduct (Labour)
- C 20. Person alledging discriminatory retirement by Employer (Labour)
- C 21. Person alledging discrimination by Union (Labour)
- C 22. Person alledging unfair treatment by Loan Company (Service)
- C 23. Person alledging discrimination by town Council (Service)
- C 24. Person alledging discriminatory treatment by contractor when  
making road repairs (Service)
- C 25. Person being required to specify religion on teaching certificate  
application (Labour)
- C 26. Person being discriminated against in having licensed boarding  
home (Housing)

W-11 (101,001 - 1.06.007)

SUMMARY OF THE MAJOR CASES INVESTIGATED BY THE NEWFOUNDLAND-  
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- C. 1 Person claiming damages against a commercial establishment. After investigation it was learned that the person did not have a case (Legal).
- C. 2 Patient confined to hospital against his will. After investigation it was determined that there was nothing we could do directly for the patient however, we are taking steps to have the legislation reviewed. (Legal)
- C. 3 Person claiming wage discrimination by project co-ordinators of a Federal Government grant. After investigation it was determined that the scope of the grant was such that different rates of pay could be paid for different categories of employees. As a result, there was nothing we could do. (Labour)
- C. 4 Person claiming unfair treatment by Motor Registration. Upon investigation it was learned that there was only a misunderstanding between the parties. (Service)
- C. 5 Person claiming possible fraud by Mortgage Company. The case was referred to the Provincial Department of Consumer Affairs. After a formal investigation we learned that there was a misunderstanding by the person and there was no action required. (Housing)
- C. 6 Person claiming unfair termination by a School Board because of religious beliefs. After investigation we decided there was nothing we could do as the Newfoundland Human Rights Code permits the termination of an employee for religious beliefs. This case has now been referred to the person's lawyer for possible legal action. (Labour)
- C. 7 Person claiming unfair treatment by Town Council. Upon investigation we found that there was no agreement between the Council and the person to recover the cost of land development. As a result this person was not discriminated against and no action required. (Service)
- C. 8 Person claiming discrimination by being refused employment because she was married. Upon investigation we found that the employer was not covered by the Human Rights Code. After several strongly worded letters the person was given a position and the company's policy was changed. (Labour)
- C. 9 Person claiming discrimination by former Employers when references were being requested. Upon investigation we determined that there was no discrimination, in fact, in one case no references had been requested. (Labour)

- C. 10 Person claiming discrimination by Town Council when she was refused a permit to open a retail outlet, while other people in the same area could obtain a permit. Upon investigation it was found that the zoning regulations where this person wanted to put a retail outlet was a residential area, while the others were not. There was no discrimination. (Service)
- C. 11 Person claiming discrimination because she was unable to get funds for tuition at Memorial University. Upon investigation it was learned that there was sufficient income in the family to place her above Social Assistance Levels and there was no discrimination. (Service).
- C. 12 Person claiming harrassment by the R.C.M.P. We started to investigate the situation and the person refused to supply additional information. (Service)
- C. 13 Person claimed he was owed money by Oil Company and the Oil Company took legal action against him for money he supposedly owed them. After investigating the case we suggested that the person contact legal counsel and legal aid if necessary. (Service)
- C. 14 Person claiming unfair termination from employer and union refused to offer assistance. We are investigating this case, however, all time limits of a grievance have elapsed, dispute this we will attempt to obtain details from the union and the employer. (Labour)
- C. 15 Person claiming that the laws are discriminatory. While a contractor was building a house, he went bankrupt. Contractor's creditors came after the person having the house built for debts incurred by the contractor. All was legal and there was nothing we could do. (Legal).
- C. 16 Person claiming mistreatment while in the penitentiary. Upon investigation it was learned there was a misunderstanding between the prisoner and the officials. After action by the Association the prisoners conditions improved. (Service)
- C. 17 Person claiming unfair treatment by the Social Services with building funds. Upon investigation it was learned that there was no unfair treatment. (Service)
- C. 18 Person claiming discrimination by Club owner who was supposedly forcing those who played darts in his club to play for beer. Upon investigation it was learned that the Dart League set the prize for the Dart Game, and not the owner of the Club. (Service)

- C. 19 Person claiming unfair treatment by U.I.C. who had refused his claim. After investigating the case it was learned that there had been a valid reason for not paying the full benefits, as the person had been terminated for just cause. (Labour)
- C. 20 Person claiming unfair treatment by U.I.C. because person had been attending Vocational School. The case is now before the Federal Empire. (Service)
- C. 21 Person claimed discrimination by R.C.M.P. and insurance company, as a result of an accident caused by an R.C.M.P. Officer. This case was referred to a lawyer and with the assistance of Legal Aid is now being processed. (Service)
- C. 22 Person terminated for political views, the case was reviewed and referred back to the internal operation of the union and the employer. (Labour)
- C. 23 Person claiming that his neighbour was damaging his property. He was referred to the local council for corrective action. (Service)
- C. 24 Person claimed unfair termination. Upon investigation all monies owing to employee were paid, U.I.C. arrangements were corrected. Person could not be reinstated as the employer went out of business shortly after person was terminated. (Labour)
- C. 25 Person had insurance policy cancelled for no apparent reason. This case is still being investigated. (Service)