

## Aboriginal agencies in Alberta

The Aboriginal agencies listed below can help you with your human rights situation by providing guidance, support and resources. They can also advocate on your behalf. These agencies have experience in leading community discussion and dialogue on racism and discrimination, and they have worked on educational initiatives in partnership with the Alberta Human Rights Commission.

### Aboriginal Council of Lethbridge

Aboriginal Diversity Support Program  
305 5 Street S  
Lethbridge, AB T1J 2B4  
**Phone** 403-320-7699

### Native Counselling Services of Alberta

Human Rights Campaign for Aboriginal People  
2nd floor, 614 6 Avenue SW  
Calgary, AB T2P 0S4  
**Phone** 403-237-7850  
**Website** [www.ncsa.ca](http://www.ncsa.ca)

### Aboriginal Commission on Human Rights and Justice

c/o Institute for the Advancement of Aboriginal Women  
#201, 10812 – 178 Street  
Edmonton, AB T5S 1J3  
**Phone:** 780-479-8195  
**Toll-free** 1-877-471-2171  
**Website** [www.iaaw.ca](http://www.iaaw.ca)

## Contact the Commission

The Alberta Human Rights Commission is an independent commission of the Government of Alberta. Our mandate is to foster equality and reduce discrimination. We provide public information and education programs, and help Albertans resolve human rights complaints. The Commission provides province-wide service through its Edmonton and Calgary offices.

### Northern Regional Office

800 Standard Life Centre  
10405 Jasper Avenue  
Edmonton, Alberta T5J 4R7  
**780-427-7661 Confidential inquiry line**

### Southern Regional Office

200 John J. Bowlen Building  
620 – 7 Avenue SW  
Calgary, Alberta T2P 0Y8  
**403-297-6571 Confidential inquiry line**

To call toll-free within Alberta, dial 310-0000 and then enter the area code and phone number.

For province-wide free access from a cellular phone, enter \*310 (for Rogers Wireless) or #310 (for Telus and Bell).

### TTY service for persons who are deaf or hard of hearing

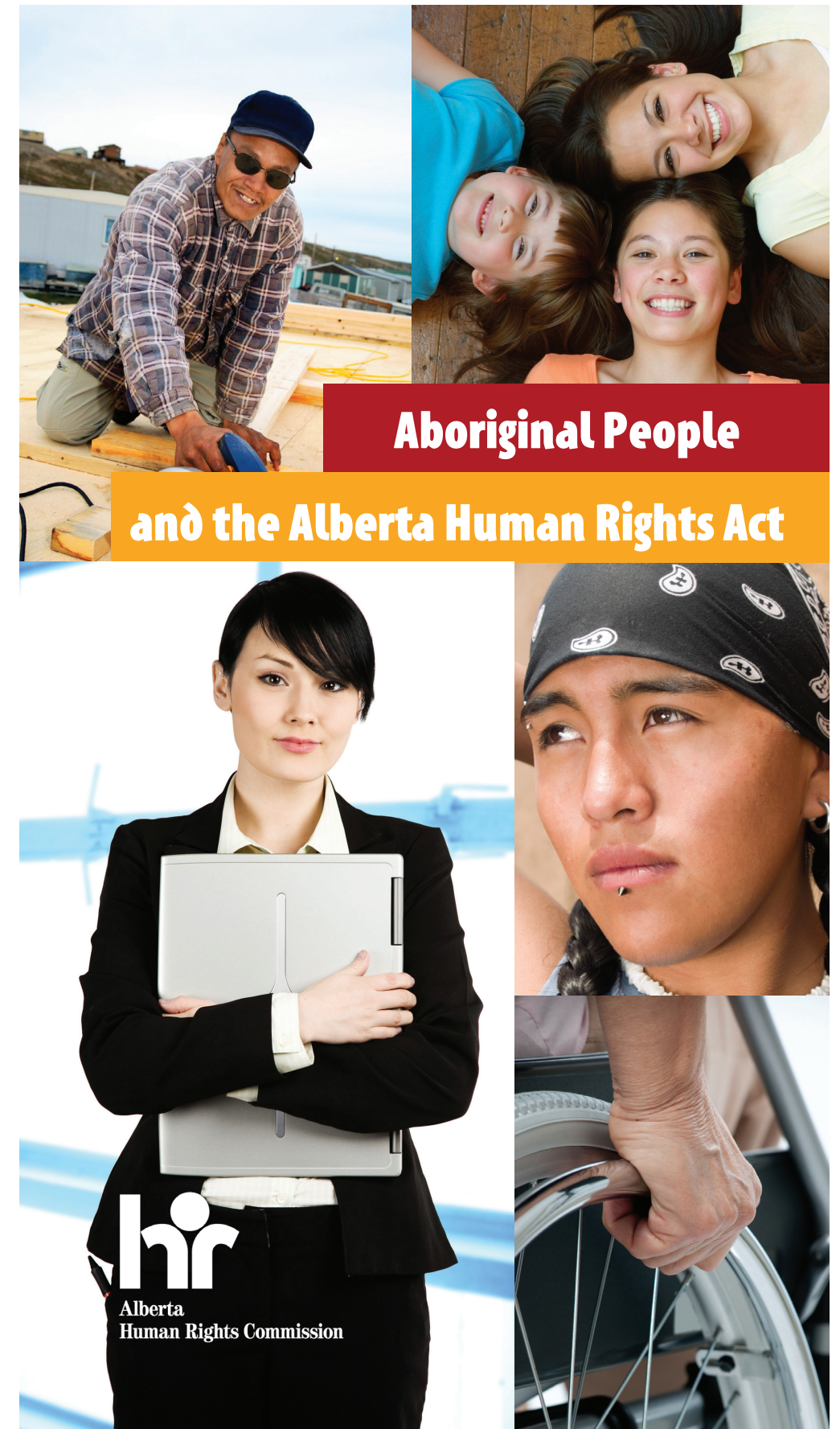
780-427-1597 Edmonton  
403-297-5639 Calgary  
1-800-232-7215 Toll-free within Alberta

**E-mail** [humanrights@gov.ab.ca](mailto:humanrights@gov.ab.ca)

**Website** [www.albertahumanrights.ab.ca](http://www.albertahumanrights.ab.ca)

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Upon request, the Commission will make this publication available in accessible multiple formats. Multiple formats provide access for people with disabilities who do not read conventional print.



## Aboriginal People

## and the Alberta Human Rights Act

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Alberta  
Human Rights Commission



## What is the Alberta Human Rights Commission?

The Alberta Human Rights Commission was created to promote and protect the human rights of people in Alberta, **including Aboriginal people**.

The *Alberta Human Rights Act* is the law that gives the Commission its powers. The *Act* says that everyone in Alberta has the right to be treated fairly, with respect for their dignity and equality. It protects Albertans from discrimination in five areas:

**Employment:** for example, discrimination when you look for a job or when you are at work

**Tenancy:** for example, discrimination when you rent an apartment or an office

**Goods, services, accommodation or facilities:** for example, discrimination in public places such as restaurants, stores or hospitals

**Publications and notices:** for example, newspapers or magazines

**Membership in trade unions**

These are some examples of the situations in which you might experience discrimination. While your situation may not be included here, you could still be protected under the *Act*.

## What is discrimination?

**Discrimination** is unfair treatment—whether intentional or not—because of race, religious beliefs (including Native spirituality), colour, gender (male, female or transgendered), physical disability, mental disability, marital status, age, ancestry, place of origin, family status, source of income or sexual orientation. Discrimination against Aboriginal people typically falls under the grounds of race, ancestry and place of origin.

**Harassment** is a form of discrimination. It includes unwanted physical contact, comments, jokes, name-calling, behaviour or display of pictures that insult or offend you or put you down because of your Aboriginal ancestry.

## What can you do if you feel you have experienced discrimination?

If you feel you or someone you know has experienced discrimination, you can call the Alberta Human Rights Commission to find out if your situation falls under the protection of the *Act*. The Commission will keep your call confidential. A human rights officer will explain what is involved in making a human rights complaint and will help you through the complaint process, as much as possible. Commission staff provide information, not legal advice, and remain impartial on all inquiries.

If your situation can be better dealt with by another community agency or if it falls under the responsibility of another organization (such as the Canadian Human Rights Commission or Employment Standards), the Commission will refer you to the appropriate organization.

You have **one year** from the last time the discrimination occurred to make a human rights complaint to the Alberta Human Rights Commission. There is no cost to make a complaint or to get information from the Commission.

Write a detailed description of what happened during the incident where you felt discrimination. Do this as soon as possible after the incident takes place. This information will help you if you decide to make a complaint with the Commission or another agency.



## Can I bring someone to help me when I make a complaint?

You may bring someone to help you or represent you when you make a complaint. The Aboriginal agencies listed on the following page are examples of organizations that can help you.

## Are there public education and prevention programs available?

The Commission has educational information available in print and on its website. Commission staff provide educational workshops and consultation services to employers, landlords, service providers, government, community organizations and the public. Commission staff can also help organizations by reviewing their internal human rights, harassment, and ethical practices policies to ensure that they are operating within Alberta's human rights law.

