

Alberta Human Rights Commish Explains When Discrimination Is OK – BFOR

written by Rory Lodge | October 1, 2012



There are cases where discrimination is justifiable, e.g., refusing to hire a blind person to drive a taxi cab. The legal term for a justifiable policy like this is Bona Fide Occupational Requirement (or BFOR). A new Interpretive Bulletin from the Alberta Human Rights Commission provides detailed guidance about what employers must do to prove an otherwise discriminatory policy is a BFOR, including checklists to consider in establishing new or continuing current policies that could be problematic.

Using BFOR to Defend Otherwise Discriminatory Employment Policies

- [Model Questionnaire to determine if discriminatory policy is justifiable as BFOR](#)
- [BFOR & drug/alcohol testing](#)