# New Employment Discrimination Laws & Trends



There are a couple of significant developments in federal discrimination laws that HR directors need to be aware of:

### New Law on Transgender Discrimination

On March 20, 2013, Bill C-279, which adds transgendered people to the list of those protected against discrimination passed third reading by a slim 149 to 137 vote in the House of Commons. The Bill will still have to make it through the Senate but ultimate passage now seems possible, if not likely.

### New Surge of First Nations Discrimination Lawsuits

More litigation isn't usually considered good news. But the spike in the number of discrimination complaints filed by members of First Nations (against both the federal and their own governments) noted in the Canadian Human Rights Commission's 2012 Annual Report is a positive thing because it shows that Aboriginal people are using protections provided by human rights laws.

### To Find Out More about Transgender Employment Discrimination Laws & Trends

- Model Employment Policy on Transgender & Sexual Preference Discrimination
- Ontario Bans Transgender Discrimination