

1978 BILL 215

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Fourth Session, 18th Legislature, 27 Elizabeth II

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THE LEGISLATIVE ASSEMBLY OF ALBERTA

# BILL 215

AN ACT TO AMEND THE INDIVIDUAL'S RIGHTS  
PROTECTION ACT (No. 2)

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MR. R. SPEAKER

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First Reading -----

Second Reading -----

Committee of the Whole -----

Third Reading -----

Royal Assent -----

Bill 215  
Mr. R. Speaker

## BILL 215

1978

### AN ACT TO AMEND THE INDIVIDUAL'S RIGHTS PROTECTION ACT (No. 2)

(Assented to \_\_\_\_\_, 1978)

**H**ER MAJESTY, by and with the advice and consent of the  
Legislative Assembly of Alberta, enacts as follows:

1. *The Individual's Rights Protection Act is amended by this Act.*

2. *In the following provisions physical handicap is added after sex wherever it occurs:*

*section 2(1);*

*section 6;*

*section 7;*

*section 9;*

*section 14.*

3. *Section 3 is amended*

*(a) by renumbering the section as subsection (1):*

*(b) by adding the following after subsection (1):*

(2) Nothing in this Act shall prohibit discrimination against a person with relation to any accommodation, service or facility where the person making the discrimination has reasonable grounds to believe that the provision of the accommodation, service or facility would result in danger or significant inconvenience to any person.

4. *Section 6 is amended by adding the following after subsection (3):*

(4) Subsection (1) does not apply where the employer or person acting on his behalf has reasonable grounds to believe that the employment of a person with a physical handicap would result in danger or significant inconvenience to any person.

## Explanatory Notes

1. This Bill will amend chapter 2 of the Statutes of Alberta, 1972.
2. Forbids discrimination on grounds of physical handicap.
3. Section 3 presently reads:
  3. No person, directly or indirectly, alone or with another, by himself or by the interposition of another, shall
    - (a) deny to any person or class of persons any accommodation, services or facilities customarily available to the public, or
    - (b) discriminate against any person or class of persons with respect to any accommodation, services or facilities customarily available to the public, because of the race, religious beliefs, colour, sex, ancestry or place of origin of that person or class of persons or of any other person or class of persons.
4. Amends section 6 with respect to employment of persons with a physical handicap.

(5) No employer shall employ a person with a physical handicap for any work at a rate of pay that is less than the rate of pay at which a person without a physical handicap is employed by that employer for similar or substantially similar work.

(6) Work for which a person with a physical handicap is employed and work for which a person without a physical handicap is employed, shall be deemed to be similar or substantially similar if the job, duties or services the persons are called upon to perform are similar or substantially similar.

*5. This Act comes into force on the day upon which it is assented to.*