

1990 BILL 254

---

Second Session, 22nd Legislature, 39 Elizabeth II

---

THE LEGISLATIVE ASSEMBLY OF ALBERTA

# BILL 254

AN ACT TO AMEND  
THE INDIVIDUAL'S RIGHTS PROTECTION ACT

---

---

MS. M. LAING

---

---

First Reading .....

Second Reading .....

Committee of the Whole .....

Third Reading .....

Royal Assent .....

---

---

*Bill 254*  
*Ms. M. Laing*

## **BILL 254**

1990

### **AN ACT TO AMEND THE INDIVIDUAL'S RIGHTS PROTECTION ACT**

*(Assented to , 1990)*

HER 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 Section 2(1) is amended by adding "sexual orientation," after "sex,".*
  
- 3 Section 3 is amended by adding "sexual orientation," after "sex,".*

## Explanatory Notes

1 This bill will amend chapter I-2 of the Revised Statutes of Alberta 1980.

2 Section 2(1) presently reads as follows:

*(1) No person shall publish or display before the public or cause to be published or displayed before the public any notice, sign, symbol, emblem or other representation indicating discrimination or an intention to discriminate against any person or class of persons for any purpose because of the race, religious beliefs, colour, sex, physical disability, age, ancestry or place or origin of that person or class of persons.*

3 Section 3 presently reads as follows:

*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, physical disability, ancestry or place of origin of that person or class of persons or of any other person or class of persons.*

*4 Section 4 is amended by adding "sexual orientation," after "sex".*

*5 Section 7(1) is amended by adding "sexual orientation," after "sex,".*

*6 Section 8(1) is amended by adding "sexual orientation," after "sex," wherever it occurs in clauses (a) and (b).*

4 Section 4 presently reads as follows:

*4 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 the right to occupy as a tenant any commercial unit or self-contained dwelling unit that is advertised or otherwise in any way represented as being available for occupancy by a tenant, or*

*(b) discriminate against any person or class of persons with respect to any term or condition of the tenancy of any commercial unit or self-contained dwelling units,*

*because of the race, religious beliefs, colour, sex, physical disability, ancestry or place of origin of that person or class of persons or of any other person or class or persons.*

5 Section 7(1) presently reads as follows:

*7(1) No employer or person acting on behalf of an employer shall*

*(a) refuse to employ or refuse to continue to employ any person, or*

*(b) discriminate against any person with regard to employment or any term or condition of employment,*

*because of the race, religious beliefs, colour, sex, physical disability, marital status, age, ancestry or place of origin of that person or of any other person.*

6 Section 8(1) presently reads as follows:

*8(1) No person shall use or circulate any form of application for employment or publish any advertisement in connection with employment or prospective employment or make any written or oral inquiry of an applicant*

*(a) that expresses either directly or indirectly any limitation, specification or preference indicating discrimination on the basis of the race, religious beliefs, colour, sex, physical disability, age, ancestry or place of origin of any person, or*

*(b) that requires an applicant to furnish any information concerning race, religious beliefs, colour, sex, physical disability, ancestry or place of origin.*

7 *Section 10 is amended by adding "sexual orientation," after "sex,".*

8 *Section 16(1) is amended by adding "sexual orientation," after "sex," wherever it occurs in clauses (a) and (c).*

7 Section 10 presently reads as follows:

*10 No trade union, employers' organization or occupational association shall*

- (a) exclude any person from membership in it,*
- (b) expel or suspend any member of it, or*
- (c) discriminate against any person or member,*

*because of the race, religious beliefs, colour, sex, physical disability, marital status, age, ancestry or place of origin of that person or member.*

8 Section 16(1) presently reads as follows:

*16(1) It is the function of the Commission*

- (a) to forward the principle that every person is equal in dignity and rights without regard to race, religious beliefs, colour, sex, physical disability, age, ancestry or place of origin,*
- (b) to promote an understanding of, acceptance of and compliance with this Act,*
- (c) to research, develop and conduct educational programs designed to eliminate discriminatory practices related to race, religious beliefs, colour, sex, physical disability, age, ancestry or place of origin, and*
- (d) to encourage and co-ordinate both public and private human rights programs and activities.*