

**MANITOBA HUMAN RIGHTS COMMISSION
POLICY AND PROCEDURES MANUAL**

POLICY # L-6
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SECTION: Legislation

Effective date: February 6, 2002

SUBJECT: DEFINITION OF POLITICAL BELIEF

This policy is intended to assist in the understanding and application of *The Human Rights Code*. Where there is any conflict between this policy and the *Code*, the *Code* prevails.

Political belief, as cited in Section 9 (2) (k) is interpreted by the Commission to mean having a belief as to what is happening or should be happening in society or government or both, and to include political association and political activity.

The Commission recognizes that there is a substantive difference between incidents related to labour/management relations or union activity in a specific workplace and a generalized view of the role that trade unions should (or should not) play in our society. The Commission further recognizes that the Legislature, through the Labour Relations Act, has provided for specific remedies for the inappropriate interference with union activity in workplace.

The Commission is of the view that this form of discrimination does not appear to fall within the Commission's mandate to protect people from discrimination based on political belief.

Complaints alleging discrimination based on union activity will continue to be accepted; however, if this policy appears to apply to the circumstances of the particular complaint, the matter will be referred to the Commission with a recommendation for dismissal without service. When considering the recommendation, the Commissioners will decide each case on its own merits.

APPROVED BY:

Original Signed By

“Janet Baldwin”

Chairperson

16 April 2002

Date