

# Northwest Territories Human Rights Commission



Annual Report  
2004-2005





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# Vision and Mission

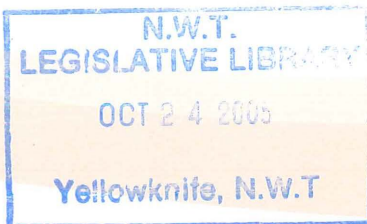
## Our Vision

We envision a North at peace with its diversity, where everyone is safe, confident and respected on their journey.

## Our Mission

The NWT Human Rights Commission will:

- promote human rights through education and advocacy;
- strive for understanding and acceptance of human rights by all through leadership and partnerships; and
- provide a complaint process that is accessible, timely and fair.



## Message from the Chair

The first year of the existence of the Human Rights Commission has been a busy one as the Commission has sought to implement its mandate under the Northwest Territories *Human Rights Act*. This report will provide an overview of the steps that we have undertaken to accomplish this.

Building capacity and developing skills were initial priorities of the Commission. Human rights training was provided to all the Commission members and staff. This involved an overview of the NWT *Human Rights Act* and the roles of the Commission members, the director and deputy director and the adjudication panel. We held regular meetings of the entire Commission, in addition to committees, which met to deal with specific issues.

Simultaneously, the Director developed procedures for the complaint process. As investigators are needed after a complaint has been filed, a number of NWT investigators were recruited and trained. In addition, mediators, who are available to facilitate settlement discussions, were identified.

*...we have developed a web site where there is information about human rights in the NWT in all official languages.*

The Commission developed a vision and mission statement and a strategic plan that focused on public education and promotion. To achieve this, launches and information sessions have been held in Yellowknife, Inuvik and Norman Wells. Additional launches and presentations are planned for other regional centers. The Commission held its first community consultation with non-government agencies in Yellowknife.

As an aid to public awareness about the existence of the Commission and its role, we have developed a web site where there is information about human rights in the NWT in all official languages. Printed information sheets and presentation packages have also been developed to help people understand the *NWT Human Rights Act*.



*Department of Public Works and Services/  
NWT Archives/G-1995-001-7818*

## Who we are: Commission Members



### **Mary Pat Short, Chair of the Commission**

Mary Pat Short has made her home in the Northwest Territories since 1980, residing in small communities and in Fort Smith where she lives currently. She is proud to have been an educator for 34 years and has taught students from the primary level to adults. Mary Pat held elected and appointed positions with the Northwest Territories Teachers' Association both regionally and territorially. For seven years, as Chairperson of the Status of Women Committee, she represented NWT teachers at the national level. Mary Pat hopes that her work with the Human Rights Commission will help create equitable opportunities for all the people of the NWT.

With respect to the complaint process, the Commission monitors the number of inquiries, formalized complaints and resolutions. During our first year of operation, the number of complaints have been greater than anticipated. This suggests that the Human Rights Commission is being seen as an agency that can assist in protecting human rights.

We begin our second year with an operational system largely in place. We will continue with the challenge of providing effective human rights services in the NWT. Our focus will be on ongoing public education and promotional initiatives to enable people to be more aware of their responsibilities and rights under the Northwest Territories human rights legislation. We trust that this increased public awareness will help to prevent discrimination. We plan to compile resources on bullying prevention in schools, to create public service announcements for radio and television, to draft policies that will provide guidelines for employers on drug and alcohol testing in the workplace and on the duty to accommodate diversity in the workplace.

As Chair, I appreciate the hard work and commitment of the Commission staff in establishing this strong foundation, and I thank my fellow Commission members Colin Baile, Lorne Gushue, Rose Marie Kirby and Joletta Larocque for their enthusiasm and dedication. Together we shall continue to work to enhance the dignity and rights of all citizens of the Northwest Territories.



Mary Pat Short

**Mary Pat Short  
Chair**

# About the Commission

The NWT Human Rights Commission administers the *NWT Human Rights Act*. The Commission's main functions are to:

- prevent discrimination; and
- deal with complaints from people who feel their rights under the *Act* have been violated.

There are three independent but interrelated branches that administer the *Act*.

## 1) Human Rights Commission

The Commission is made up of five part-time members. The members are appointed by the Legislative Assembly. The Commission works to prevent discrimination through:

- education
- promotion
- research
- advocacy

The Members of the Commission are:

- Mary Pat Short (Fort Smith), Chair
- Lorne Gushue (Yellowknife), Vice Chair
- Rose Marie Kirby (Inuvik)
- Colin Baile (Yellowknife)
- Jolletta Larocque (Hay River)

## 2) Director of Human Rights

The Director and Deputy Director of Human Rights are full-time appointments of the Legislative Assembly. The Director of Human Rights deals with complaints of discrimination and decides if a complaint should be referred to the Adjudication Panel for a formal hearing.

The Director of Human Rights is Thérèse Boullard. The Deputy Director of Human Rights is Deborah McLeod.

## 3) Human Rights Adjudication Panel

The Human Rights Adjudication Panel is made up of three part-time members, appointed by the Legislative Assembly. The Human Rights Adjudication Panel holds hearings into complaints of discrimination.

The Members of the Adjudication Panel are:

- Jim Posynick (Yellowknife), Chair
- Joan Mercredi (Fort Smith)
- Shannon Gullberg (Yellowknife)



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# Complaint Process

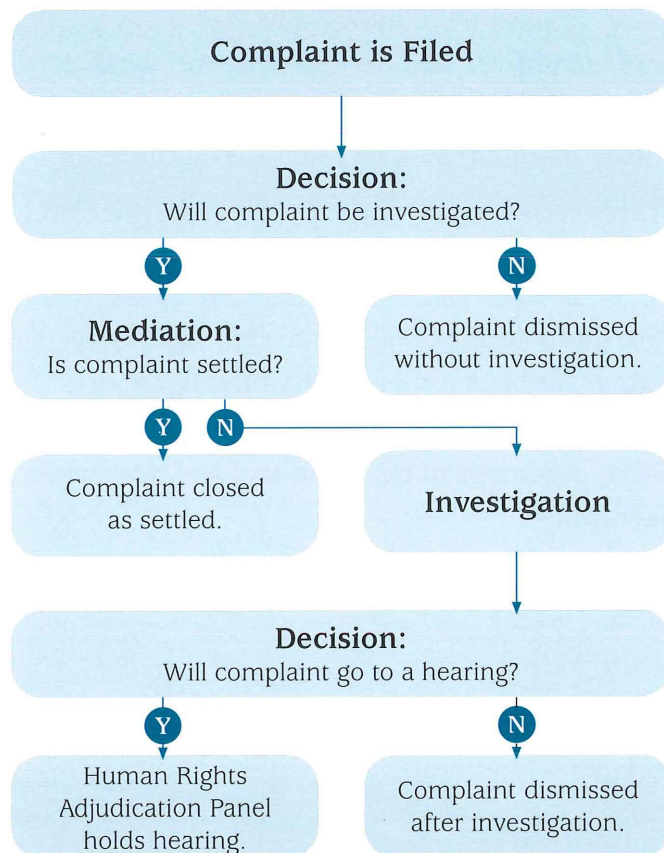
A person may file a complaint with the Commission when she or he believes a person or agency broke the law and discriminated against them. There is no cost involved in filing a complaint. A person must file a complaint within two years of the alleged discrimination.

It is against the *Human Rights Act* to discriminate against or harass people because of their:

- race, colour, ancestry, place of origin, ethnic origin, or nationality;
- sex, sexual orientation or gender identity;
- family or marital status, or family affiliation;
- social condition;
- religion or creed;
- political belief or association;
- a pardoned criminal conviction;
- disability; or
- age.

The *Human Rights Act* prohibits discrimination against people in five areas:

- work and looking for work;
- renting a home or a business space;
- membership in a trade union or professional group;
- public services such as health, education or social services; and
- published materials such as newspapers, pamphlets, magazines or signs.



## What Does it Mean to Discriminate?

To discriminate means to assume negative things about a person or group of people and treat them unfairly, harass them or deny them opportunities to which they are entitled.

Here are two examples of discrimination:

- A landlord won't rent to a family on income support because he believes the family will cause trouble and won't pay the rent.
- A business fires a woman because she gets pregnant.

## What to Expect 2005-2006

In the last year, individuals and community representatives told the Commission what they felt our priorities should be. They suggested we focus on telling people about the Commission and the rights and responsibilities that people have.

In 2005-2006, we will continue to educate and inform the public about their rights and responsibilities under the *Human Rights Act*, and through this work, learn how we can best serve the needs of the people of the Northwest Territories.

*...we will research issues and develop policies to increase understanding of human rights and responsibilities.*

### **Community Visits**

In 2005-2006, we will visit regional centres, including Norman Wells, Fort Smith, Hay River, Inuvik and Fort Simpson. During these visits, we will participate in community events, consult with individuals and community organizations. Where possible we will participate in consultations about traditional knowledge.

### **Public Information and Education**

At our meetings and community visits, we have heard that more information about the Commission should be distributed through print, radio and television.

During 2005-2006, we plan to:

- develop and distribute more printed materials, including brochures and posters addressing general human rights and responsibilities;
- increase awareness of specific human rights issues by advertising in newspapers, radio and television;
- translate our general web site information into all official languages;



*Commission Member Colin Baile (back, second from left) and Deputy Director Deborah McLeod (third from right) at the Yellowknife Community Consultation, November 2004.*



## Who we are: Commission Members



### **Lorne Gushue, Vice Chair**

Lorne is an educator, performer and agent for social change. He has worked as a teacher and has been involved in advocating equality for people with HIV/AIDS and members of GLBT (Gay, Lesbian, Bisexual, Transgender) communities since the early '90s. He is also involved in equal opportunity and pride committees in various labour union organizations. He hopes the work of the Human Rights Commission will make the Northwest Territories an even more amazing place to live.

- develop a series of public service announcements for both television and radio on issues such as racism, homophobia, and respect for diversity; and
- continue to provide free public information sessions to any organization, employer or government agency that requests it.

### **Research and Policy**

In response to specific areas of complaint activity and to requests from employers and employee organizations, we plan to research issues and develop policies to increase understanding of human rights and responsibilities.

In 2005-2006, we plan to develop the following resources:

- a policy on drug and alcohol testing in the workplace;
- a resource guide on preventing bullying in schools; and
- a policy on the duty to accommodate diversity in the workplace.



*Commission Members Lorne Gushue and Rose Marie Kirby.*

# Education Report

## Public Information Sessions

Public information sessions are available at no cost to any organization that requests them. The sessions provide information about the *Human Rights Act*, the Commission, and how to file a complaint. Sessions can run from one hour to one day.

Between July 1, 2004, and March 31, 2005, the Director of Human Rights delivered 27 sessions to approximately 450 individuals in Yellowknife, Hay River and Inuvik.

Community	Number of Sessions
Yellowknife.....	17
Hay River .....	7
Inuvik.....	3

## Type of Organization      Number of Sessions

Territorial government agencies .....	15
Municipal and First Nations governments.....	3
Women’s non-profit organizations .....	2
Business non-profit organizations .....	2
Aboriginal non-profit organizations .....	2
Schools.....	1
Federal government .....	1
Public launch/information session .....	1

## Web site

The Commission launched its web site at [www.nwthumanrights.ca](http://www.nwthumanrights.ca). The web site includes basic information in all official languages. The web site features:

- general information,
- a complaint form that can be downloaded,
- biographies of Commission Members and staff,
- decisions of the Human Rights Adjudication Panel,
- links to other human rights agencies,
- news, and
- contact information.

## Commission Launch

December 10, 2004, was International Human Rights Day. The Commission chose that date to welcome the public to its new office. Those in attendance had the opportunity to meet Commission Members, the Director and Deputy Director of Human Rights, and Commission staff.



*Contract Investigators (left to right) Luke Pettet, Gazira Chan and Duncan McNeill receive training in September 2004.*

## Who we are: Commission Members



### **Joletta Larocque, Commission Member**

Joletta was raised in Hay River, Northwest Territories, and is now raising her family there. She has human resources experience in the territorial public service, private industry and health care. She has been involved with several volunteer community organizations dealing with family violence, education, health care, social housing and child/youth recreation.

Over 70 people attended and enjoyed brief presentations and refreshments. In addition to an introduction to the Human Rights Commission and staff, those in attendance had the opportunity to participate in Amnesty International's Write-a-thon.

### **Community Consultation**

In November 2004, the Commission held its first community consultation. Facilitated by Commission Member Colin Baile, the Commission heard recommendations from community organizations and individuals on how the Commission could best use its mandate to promote and protect human rights in the NWT.

The Commission heard recommendations from about 20 people representing 15 organizations. The information gathered at this meeting helped the Commission set priorities for public education in 2005-2006 (see What to Expect 2005-2006 on page 6).

### **Human Rights Investigator Training**

The Director of Human Rights recruited local investigators to conduct investigations into complaints of discrimination on an as-needed contract basis. The Director recruited people with investigation skills and provided training on applying those skills in a human rights context.

The first training session took place in September 2004 with Gazira Chan (Fort Simpson), Duncan McNeil (Hay River), and Luke Pettet (Yellowknife) participating as the

Commission's first contract investigators. The three-day training session focused on the principles and procedures for conducting human rights investigations. The training was co-facilitated by Thérèse Boullard, Director of Human Rights, and Louise Borle, Regional Manager of Investigation and Mediation for the Alberta Human Rights Commission.

Follow-up training took place in March 2005. This session focussed on investigating specific human rights issues and reinforced what was learned in the earlier training session.

# Complaint Statistics

## Complaints

The Commission received 32 complaints from July 1, 2004, to March 31, 2005. Six (6) of these complaints were transferred from the Fair Practices Office.

### Areas of Alleged Discrimination:

Employment .....	26
Public Services .....	5
Tenancy .....	1

### Grounds of Alleged Discrimination:

Race, Ancestry .....	12
Disability .....	8
Sex .....	6
Family Status .....	5
Place of Origin .....	2
Age .....	2
Pardoned Criminal Conviction .....	1
Religion .....	1
Sexual Orientation .....	1
Nationality .....	1
Social Condition .....	1

*Note: The number of grounds is greater than the number of areas of alleged discrimination because one complaint can name several grounds of discrimination. For example, a person can allege that they were dismissed from employment because of race, ancestry, place of origin and nationality.*

*Complaints are settled when the parties reach a mutual agreement to the issues in the complaint.*

As of March 30, the 32 complaints were at the following stages of the process:

### Twenty-Four (24) Active Complaints

- Intake.* These are new complaints that are under review by the Director of Human Rights.
- Mediation.* When both parties are interested in resolving the complaint, discussions are facilitated by a Commission mediator.
- Investigation.* The investigation determines if there is a basis to hold a hearing.
- Investigation Report Disclosed.* After the investigation, the parties to a complaint can comment on the investigation report before a decision is made either to dismiss the complaint or refer it to the Human Rights Adjudication Panel.



Fumoleau/NWT Archives/N-1995-002-7933

### **Eight (8) Closed Complaints**

- 3 *Dismissed without investigation.* Complaints are dismissed without investigation if the incidents occurred more than two years ago or if the complaint is not within the jurisdiction of the *Act*.
- 1 *Settled.* Complaints are settled when the parties reach a mutual agreement about the complaint and sign a settlement agreement.
- 1 *Dismissed after investigation.* Complaints are dismissed after investigation if the investigation shows that there is not enough evidence to warrant an adjudication.
- 1 *Withdrawn.* A complaint can be withdrawn at any time during the process.
- 2 *Not pursued.* Complaints are no longer pursued when the Commission loses touch with a Complainant, either because he or she has moved without leaving a forwarding address or stops responding to Commission contact.

### **Inquiries**

The Commission receives calls from members of the public about their rights and responsibilities. The Director and Deputy Director answered 158 general inquiries. Most inquiries fell outside the scope of the *Human Rights Act* or the inquirer chose not to pursue a complaint.

## Who we are: Commission Members



### **Colin Baile, Commission Member**

A resident of Yellowknife for 21 years, Colin has maintained a private practice of mediation, arbitration, facilitation and conflict resolution training for several years. His direct involvement with human rights included administrative tribunal work as Rental Officer and Fair Practices Officer. Colin has earned the designation of Chartered Arbitrator.

## Recommendations for Change

The Human Rights Commission is committed to ensuring meaningful human rights protection for territorial citizens. We are proud to be working with the NWT *Human Rights Act*, the most comprehensive human rights law in Canada. We are honoured to be trusted with the administration of the most independent human rights agency in Canada.

We appreciate the commitment that the Legislative Assembly has made to human rights in the NWT. We are recommending changes to the *Human Rights Act* which build on its strengths. We believe that these recommendations will enhance and further clarify the existing legislation.

*...certain groups are excluded from opportunities and benefits for reasons that have nothing to do with their abilities and interests.*

### **Addressing Systemic Discrimination**

Our workplaces, schools and services can include practices that seem to treat everyone the same, but may limit the participation of certain people. This is called systemic discrimination. Systemic discrimination also includes stereotypes and prejudices about groups of people that affect the way organizations and systems work. The result of systemic discrimination is that certain groups may be excluded from opportunities and benefits for reasons that have nothing to do with their abilities and interests.

An example of systemic discrimination is the persistence of unequal pay for work of equal value between men and women.



*Fumoleau/NWT Archives/N-1995-002-2343*

**Background:**

Section 62 of the *Act* authorizes the Human Rights Adjudication Panel to order remedies for complainants where there has been discrimination.

However, Section 62 does not mention remedies to address systemic discrimination, such as the implementation of employment equity, special programs or changes to policies that have resulted in discrimination.

**Recommendation:**

We recommend that a remedy be added to Section 62 of the *Act* to allow the Adjudication Panel to order changes in policies or practices, or to implement special programs to address systemic discrimination.

## Who we are: Commission Members

**Uvanga Iriaryuk (English given name is Rose Marie Kirby), Commission Member**

Rose Marie is an Inuvialuk from Nunakput. Born in Paulatuug, one of her three Inuit names is after her great-grandmother Iriaryuk, and her English given name is Rose Marie. She lived a very traditional life style and spoke only Inuvialuktun until she went to residential school in Aklavik. Rose Marie completed her Teacher Education Program and her Bachelor of Education from the University of Alberta. She has taught from kindergarten to college, developed curricula and created program materials. Most importantly, Rose Marie is very passionate about Inuvialuktun, traditional knowledge and issues of human rights on a local level.

## Addressing Discrimination Based on Unrelated Criminal Convictions

### Background:

The *Act* prohibits discrimination on the basis of a pardoned criminal conviction. The wording “pardoned criminal conviction” leaves open the possibility for employers to refuse to hire anyone with a criminal record, regardless of whether the criminal record is related to the job or how long ago the conviction occurred.

For example, a person with a criminal record for driving while impaired could be refused a job that does not involve driving.

*...someone who has paid their debt to society deserves the opportunity for a fresh start...*

There are times when an employer is justified in creating workplace standards that exclude employees with certain criminal records. For example, it is common practice to exclude someone with a history of theft or fraud from working with money. These standards are called “occupational requirements” and the *Act* allows employers to discriminate when there is an occupational requirement.

However, someone who has paid their debt to society deserves the opportunity for a fresh start if their former crime is unrelated to a current employment opportunity.

### Recommendation:

We respectfully recommend that the Legislative Assembly change the wording of Section 5 of the *Act* from “pardoned” to “unrelated” criminal conviction.



*Hon. J. Michael Miltenberger, Member of the Executive Council of the GNWT, and Joletta Larocque, Commission Member, at the Commission's launch, December 10, 2004.*



# Auditor's Report

**To the Members of  
The Northwest Territories Human Rights Commission,**

We have audited the balance sheet of The Northwest Territories Human Rights Commission as at March 31, 2005, and the statements of general operations and cash flows for the period then ended. These financial statements are the responsibility of the Commission. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by the Commission, as well as evaluating the overall financial statement presentation.

In our opinion, these financial statements present fairly, in all material respects, the financial position of the Commission as at March 31, 2005, and the results of its operations and cash flows for the period then ended in accordance with Canadian generally accepted accounting principles.

We further report that the Commission has kept proper books of accounts and the financial statements are in agreement with the books of account. The transactions that have come under notice are in accordance with the *Human Rights Act*.

*Mackay LLP*

**Chartered Accountants**

**Yellowknife, Northwest Territories  
August 10, 2005**



# Financial Statements

## Statement of General Operations

<i>For the period ended March 31</i>	<i>Budget</i>	<i>2005</i>
<b>Revenue</b>		
Government of the Northwest Territories		
Operating Grant	\$ 390,000	\$ 390,000
Reimbursement of expenses	-	14,253
Interest revenue	-	150
	<b>390,000</b>	<b>404,403</b>
<b>Expenses</b>		
Accounting	5,200	7,898
Advertising	10,000	8,301
Alarm/security monitoring	-	1,752
Bank charges	-	77
Benefits and pension	16,000	5,475
Catering	-	352
Computer purchases	9,600	-
Computer support	3,200	-
Contracts – administration	5,000	4,944
Contracts – investigators	12,000	13,975
Contracts – mediators	15,000	913
Contracts – other	-	9,730
Furniture and equipment	2,000	2,613
Investigators training	15,000	9,847
Legal expenses	10,000	5,535
Logo/letterhead	4,000	8,344
Meeting expenses	1,500	1,840
Office supplies	5,000	10,188
Postal and courier	1,000	1,200
Printing	5,000	3,971
Staff training	1,500	2,463
Subscriptions (CHRR)	500	3,891
Telephone and toll free	6,000	4,894
Translation and interpretation	4,000	8,110
Travel – director	-	216
Travel – investigators		1,438
Travel – other		4,496
Wages administration	15,000	25,231
Web site	8,000	5,134
Web site hosting	700	-
	<b>155,200</b>	<b>152,828</b>
<b>Excess revenue before the following</b>	<b>234,800</b>	<b>251,575</b>
<b>Transfer to Judicial Review Fund (Note 7)</b>	<b>-</b>	<b>(100,000)</b>
<b>Excess revenue</b>	<b>\$ 234,800</b>	<b>\$ 151,575</b>

## Balance Sheet

<i>As at March 31</i>	<i>2005</i>
<b>Assets</b>	
<b>Current</b>	
Cash	\$ 145,945
Short term investment (Note 4)	100,000
Accrued receivables	14,253
Prepaid expenses	1,229
	<b>261,427</b>
<b>Capital assets (Note 5)</b>	<b>11,019</b>
	<b>\$ 272,446</b>
<b>Liabilities</b>	
<b>Current</b>	
Accounts payable and accrued liabilities	\$ 9,852
<b>Net Assets</b>	
General fund	151,575
Judicial Review Fund	100,000
Investment in capital assets	11,019
	<b>262,594</b>
	<b>\$ 272,446</b>

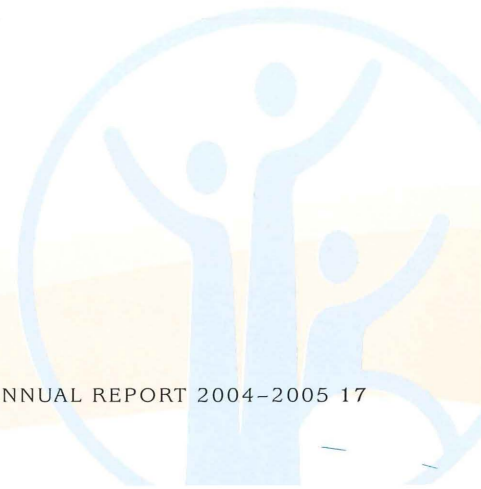
Approved on behalf of the Commission



Chair



Director



## Statement of Cash Flows

For the year ended March 31

2005

### Cash provided by (used in)

#### Operating activities

Excess revenue	\$	251,575
Items not affecting cash		
Change in non-cash operating working capital		
Short-term investment		(100,000)
Accrued receivables		(14,253)
Prepaid expenses		(1,229)
Accounts payable and accrued liabilities		9,852

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145,945

### Change in unrestricted cash

145,945

### Cash, opening

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### Cash, closing

\$ 145,945

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# Notes to Financial Statements

## 1. Nature of Operations

The Northwest Territories Human Rights Commission (Commission) was established to promote human rights through education and advocacy and provide a complaint process. The Commission was established by the *Human Rights Act* of the Northwest Territories. The Commission is exempt from income taxes and GST.

These financial statements only report the funding and expenditures relating to the contribution funding from the Government of Northwest Territories (GNWT). The GNWT makes expenditures on behalf of the Commission and the expenditures are not included in these financial statements. The salary for Director and Deputy Director, honorarium and rent expenses are paid directly by the GNWT and are not reflected in these financial statements.

## 2. Accounting Policies

The following is a summary of the significant accounting policies used by management in the preparation of these financial statements.

### (a) Revenue recognition

The Commission follows the deferral method of accounting for contributions. Restricted contributions are recognized as revenue in the year in which the related expenses are incurred. Unrestricted contributions are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

### (b) Fund accounting

Revenue and expenses for general operating activities are reported in the General Fund. The Investment in Capital Asset fund reports the assets, liabilities, revenue and expenses related to capital assets. The Judicial Review fund is a reserve set up by the Commission for future judiciary action.

### (c) Financial instruments

All significant financial assets, financial liabilities and equity instruments of the Commission are either recognized or disclosed in the financial statements together with available information for a reasonable assessment of future cash flows, interest rate risk and credit risk. Where practicable, the fair values of financial assets and financial liabilities have been determined and disclosed; otherwise only available information pertinent to fair value has been disclosed.

**(d) Use of estimates**

The preparation of financial statements in conformity with Canadian generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the amounts of revenues and expenses during the period. Actual results could differ from those estimates.

**(e) Short-term investment**

Short term investments are recorded at the lower of cost or market value.

**(f) Equipment and investment  
in capital assets**

Equipment is expensed on the statement of operations and capitalized on the balance sheet at cost in the period the expenditures are incurred. The investment in capital assets reflects the historical cost of all capital assets owned by the Commission.

**(g) Budget**

Budget figures are unaudited and are those approved by the Commission.

**3. Commencement of operations**

The Commission was established by the *Human Rights Act* which came into effect on July 1, 2004. The Commission commenced operations on July 1, 2004.

**4. Short-term investment**

The Commission invested funds into a short-term guaranteed investment certificate (GIC). The GIC matured on April 30, 2005, and was reinvested. The interest rate is 2.10% per annum. The values displayed on the financial statements approximate the fair value of the investments.

**5. Equipment**

Office equipment	\$	5,885
Web site development		5,134
	\$	<b>11,019</b>

**6. Economic dependence**

The Commission derives the majority of its funding from a contribution agreement with the Government of Northwest Territories. The Commission is of the opinion that operations would be significantly affected if the funding was substantially curtailed or ceased.

**7. Transfer to the Judiciary Review Fund**

During the year the Commission transferred \$100,000 to the Judiciary Review Fund for future judiciary action.



## Contact Us

### Write:

P.O. Box 1860

Yellowknife, NT X1A 2P4

E-mail: [info@nwthumanrights.ca](mailto:info@nwthumanrights.ca)

Fax: 867-873-0357

### Call:

Toll Free: 1-888-669-5575

Yellowknife: 867-669-5575

### Visit:

Main Floor, Laing Building, 5003-49th Street  
(Entrance on Franklin Street, next to Motor Vehicles)

### Web:

[www.nwthumanrights.ca](http://www.nwthumanrights.ca)

#### *Cover photos:*

*Background: Department of Public Works and Services/NWT Archives/G-1995-001-7818*

*Top: Department of Public Works and Services/NWT Archives/ G-1995-001-6919*

*Middle: NWT Human Rights Commission*

*Bottom: Sport North Federation*