

Alberta Human Rights Act



Discrimination at Work

How Are You Protected?



The *Alberta Human Rights Act* is legislation that protects Albertans from discrimination at work. Discrimination can be intentional or unintentional, but it is always wrong under the Act.

Protected Grounds

A large red circle contains a list of protected grounds. The circle is surrounded by various silhouettes: a family of four, a man and child, a woman and child, a man and child, a person in a wheelchair, and a person using a walker. A globe is positioned at the top right of the circle, and two gold wedding rings are at the bottom left.

- Race
- Colour
- Gender
- Gender Identity
- Gender Expression
- Religion
- Ancestry
- Where You Were Born
- Age*
- Physical or Mental Disability
- Family Status
- Marital Status
- Source of Income
- Sexual Orientation

*Only adults over 18 are protected

Filing a Complaint



Alberta
Human Rights Commission

If you feel that you have been discriminated against you can make a complaint to the Alberta Human Rights Commission (AHRC).

There is no cost for filing a complaint

The Commission will accept your complaint if:



The incident happened in Alberta.



You have reasonable (*bona fide*) grounds for believing that you have been discriminated against.



The alleged discrimination is within the grounds and areas protected by the Act.



The complaint is outside of the jurisdiction of the Canadian Human Rights Commission*.



The complaint was made within one year after the alleged discrimination occurred.

** If a complaint can be made under the Canadian Human Rights Act, it should be made with the Canadian Human Rights Commission*

For more info or to file a complaint visit:
www.albertahumanrights.ab.ca

You should not rely on this infographic for legal advice. It provides general information on Alberta law only.

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