

HUMAN RIGHTS

Protected Grounds

Discrimination

The BC Human Rights Code defines discrimination as the denial of opportunity to a person or class of people based on a group characteristic such as:

- **Age** – Protection from discrimination based on age between the ages of 19 and 65.
- **Ancestry** – Protection from discrimination based on one's ancestors.
- **Colour** – Protection from discrimination based on one's colour.
- **Conviction** – Protection from discrimination based on a conviction or an unrelated perceived conviction (i.e. arrest or stayed charges) where the reasons for the conviction have nothing to do with the work to be performed.
- **Family Status** – Protection from discrimination based on the fact that one has a family, or based on the fact that one does not have a family.
- **Marital Status** – Protection from discrimination based on the status of being married or being single.
- **Physical or Mental Disability** – Protection from discrimination based on physical or mental disability. To constitute a disability, the courts have said there must be some degree of impairment, and as well there must be a clear medical diagnosis of the disability.
- **Place of Origin** – Protection from discrimination based on birthplace or place of training.
- **Race** – Protection from discrimination based on race.
- **Political Belief** – Protection from discrimination based on political belief or affiliation, provided that belief or affiliation does not actively promote or engage in harm to others.
- **Religion** – Protection from discrimination based on religious belief or affiliation, provided that belief or affiliation does not actively promote or engage in harm to others.
- **Sex** – Protection from discrimination on the basis of gender, either male or female, protection from discrimination on the basis of pregnancy, and on the basis of sexual harassment.
- **Sexual Orientation** – Protection from discrimination on the basis of sexual orientation including gay men, lesbians, bisexuals, and heterosexuals.