



## **Introduction to areas of discrimination**

The *Act* protects people from discrimination in certain areas of activity. It applies to New Brunswick provincially regulated employers, service providers, property owners, governments and certain organizations in both the public and private sectors. The following are not legal definitions; they are descriptions to help you make your complaint.

For more information, contact us by E-mail: [hrc.cpd@gnb.ca](mailto:hrc.cpd@gnb.ca) or at 1-888-471-2233.

**Employment** applies to job application forms, job advertisements and the written or oral questions asked at an interview. It also applies to discrimination in respect of refusals to employ, to continue to employ any person, employment or any term or condition of employment based on the grounds of discrimination found in the *Act*.

- a) **Employment agencies** are prohibited from discriminating against any persons looking for work.
- b) **Trade unions or employers' organizations** cannot refuse any person full membership or expel, suspend or discriminate against any of its members because of any of the grounds covered by the *Act*.

**Housing, Commercial Space or Property** applies to being refused to rent, lease, or buy: a home; an apartment; or office/warehouse space. It also applies to being discriminated against in any term or condition of the lease, rental or purchase agreement.

**Services, Facilities or Accommodation** applies to accommodation, services or facilities available to the public, such as those provided by restaurants, hotels, hospitals, schools, municipalities and other businesses.

**Publicity** includes any publications, displays, notices, signs, symbols, emblems that show discrimination or an intention to discriminate against any person or class of persons.

**Membership in a professional association or business or trade association** applies to situations such as refusing membership; being expelled or suspended from membership; or being discriminated against as a member due to one of the grounds covered by the *Act*.