

Introduction to systemic discrimination

Module 3 handouts



B.C. *Human Rights Code* protected characteristics

The *Human Rights Code* protects you from harmful treatment called discrimination based on certain parts of your identity. These are also called “grounds of discrimination.”

Age

19 or older. This means the Code does not protect against discrimination based on age for those under 19. However, youth 18 years old and younger still have protection against discrimination based on other parts of their identity.

Criminal conviction

Includes being charged with or convicted of an offence under the *Criminal Code* or another law.

Family status

Includes being related to another person by blood, marriage or adoption. It also includes family type (for example, a single parent family) and who is in your family (for example, children).

Gender identity

A person’s sense of their gender, including whether they identify as a cisgender or transgender man, woman, Two Spirit or non-binary person or otherwise. For some people, gender identity is fixed. For others, it is fluid.

Gender expression

How a person presents their gender. It includes how a person acts and appears. It can include dress, hair, makeup, body language and voice. How a person presents their gender may be different from their gender identity.

Gender identity and expression include what pronouns a person uses, such as he, she or they.

Indigenous Identity

First Nations, Métis, or Inuit peoples. Indigenous peoples have distinct languages, cultures, relationships to the land, and ways of living together that are unique and predate contact with settlers. Many Indigenous peoples are also likely to identify as belonging to their specific nations. For example, Haida or Tk’emlúps te Secwépemc.



Marital status

Includes being married, single, widowed, divorced, separated or living together (common law). It also includes the identity of your spouse.

Mental disability

Occurs when a physical or social setting makes it hard for a person with a mental condition or illness to participate. Examples of mental conditions include a learning disorder or developmental disability. Examples of mental illness include substance use disorder, depression, or bipolar disorder.

Physical disability

Occurs when a physical or social setting makes it hard for a person with a physical condition to participate. Examples include asthma, diabetes, cancer, epilepsy, and impairments to mobility, hearing and sight.

Political belief

Includes support of a political party or group that advocates political change, and beliefs about the governance of communities. It also includes advocacy for a change to the law.

Race, colour, place of origin and ancestry

Often closely connected. Some or all of these may be combined to define a person or group's ethnic identity.

Race

Includes socio-cultural or ethnic groups such as First Nations, Métis, Chinese or South Asian.

Place of origin

Includes being born in a particular country or group of countries or region of Canada or the world.

Ancestry

Includes where a person's family is from. Examples include Indigenous, Cree, Bosnian, Filipino or Persian ancestry.

Religion

Includes following the practices of a particular faith, genuinely held religious beliefs or not having religious beliefs.



Sex

Includes being female, male or intersex. This part of your identity also includes being pregnant or breastfeeding. Sexual harassment is considered discrimination based on sex.

Sexual orientation

Includes being heterosexual, gay, lesbian or bisexual.

Source of income

Refers to legal sources of income. For example, it includes when a person receives income assistance, disability pension benefits or rent subsidies.



Characteristics protected in each area

Under B.C.'s *Human Rights Code*, some personal characteristics are only protected in specific areas (employment, services, tenancy and/or purchase of a home). This table identifies the characteristics that are protected in each area.

B.C.'s <i>HUMAN RIGHTS CODE</i>	Employment	Services	Housing - tenancy	Housing - purchase
Marital Status	✓	✓	✓	✓
Religion	✓	✓	✓	✓
Gender identity/expression	✓	✓	✓	✓
Ancestry	✓	✓	✓	✓
Colour	✓	✓	✓	✓
Place of origin	✓	✓	✓	✓
Race	✓	✓	✓	✓
Disability	✓	✓	✓	✓
Sex	✓	✓	✓	✓
Sexual orientation	✓	✓	✓	✓
Indigenous identity	✓	✓	✓	✓
Age	✓	✓	✓	
Family status	✓	✓	✓	
Criminal convictions	✓			
Political belief	✓			
Lawful source of income			✓	

