



British Columbia's  
Office of the Human Rights  
Commissioner

# Where we stand

Supplemental report on recommendations  
to local governments and private entities,  
2019-2024

Supplemental report | 2026

# Where we stand

## Supplemental report on recommendations to local governments and private entities, 2019-2024

JANUARY 2026

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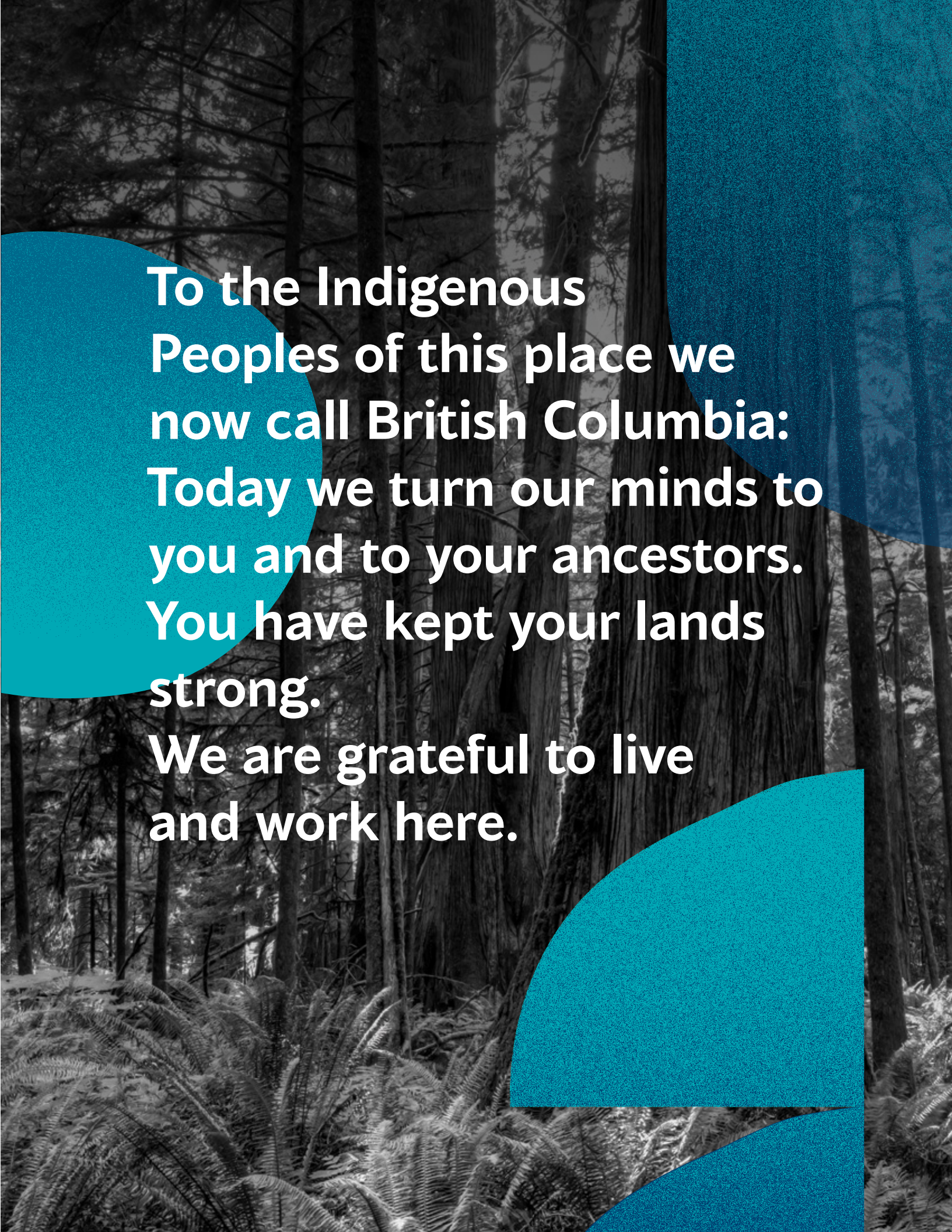
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British Columbia's  
**Office of the Human Rights  
Commissioner**

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**To the Indigenous  
Peoples of this place we  
now call British Columbia:  
Today we turn our minds to  
you and to your ancestors.  
You have kept your lands  
strong.**

**We are grateful to live  
and work here.**



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# Supplemental report on recommendations to local governments and private entities, 2019-2024

## Introduction

In May 2025, BC's Office of the Human Rights Commissioner (BCOHRC) released [Where We Stand](#), a report that reviews the Commissioner's recommendations made to the provincial government from 2019 to 2024 and tracks which recommendations have led to change and where we must continue to push for progress.

However, the provincial government is not the only duty holder to have received recommendations from the Commissioner over her first term. Recommendations were also made to local governments and private entities. This report, a supplement to *Where We Stand*, looks at these additional recommendations and describes the progress made to implement them.

## Who we are

BCOHRC envisions a province free from inequality, discrimination and injustice where we uphold human rights for all and fulfil our responsibilities to one another. We strive to address the root causes of these issues by shifting laws, policies, practices and cultures. We do this work through education, research, advocacy, inquiry and monitoring.

In 2018, changes to [B.C.'s Human Rights Code](#) established B.C.'s Human Rights Commissioner as an independent officer of the Legislature. Commissioner Kasari Govender was appointed to lead the creation of the new Office of the Human Rights Commissioner and carry out its mandate. She began her first five-year term in September 2019 and was reappointed for a second term starting in September 2024.

## Mandate to make recommendations

Under B.C.'s *Human Rights Code*, the powers of the Human Rights Commissioner include:

- publishing reports, making recommendations and using other means the Commissioner considers appropriate to prevent or eliminate discriminatory practices, policies and programs
- examining the human rights implications of any policy, program or legislation and making recommendations respecting any policy, program or legislation that the Commissioner considers may be inconsistent with the Code

The Commissioner also has the power to inquire into any matter where an inquiry would promote or protect human rights. At the conclusion of an inquiry, the Commissioner may make a written report containing any recommendations the Commissioner considers appropriate. These reports may be published and provided to the Speaker of the Legislative Assembly to be tabled in the Legislature.

The Commissioner does not have the power to enforce compliance with her recommendations. However, when the Commissioner makes a recommendation to a person or organization, she may require them to notify her of steps taken, or intended to be taken, to address the recommendation. If they do not fulfil this requirement, the Commissioner may publish a report describing the failure to comply.

Since 2019, the Commissioner has issued reports, launched inquiries and written letters to make recommendations to duty holders to advance human rights and eliminate discrimination across the province.

## **Recommendation monitoring process**

As described above, our Office periodically sets out to confirm which recommendations have been acted on and which have yet to be implemented. This is done to measure progress and assess our impact.<sup>1</sup> Where We Stand assessed 159 recommendations made to the provincial government. The report showed that 58 per cent of those recommendations had seen some level of implementation.

For this report, we are reviewing the status of eight recommendations issued to local governments and private entities during the Commissioner's first term (September 2019 to August 2024). These recommendations were made via one major report and three letters:

- From Hate to Hope: Report of the Inquiry into Hate in the COVID-19 Pandemic (2023)
- Letter to BC School Trustees Association Re: School Liaison Officer (SLO) Programs (2022)
- Letter to Mayor Stewart & Minister Rankin Re: Encampment Response on Hastings Street in Vancouver (2022)
- Letter to WorkSafeBC Re: New Return-to-Work Provisions Passed through the Workers Compensation Amendment Act (No. 2), 2022 (2023)

In July 2025, BCOHRC sent requests to duty holders with the recommendations issued to their offices and descriptions of the implementation status of each, based on our current understanding. In the requests to duty holders, we asked them to confirm recommendations' statuses or provide updates as needed by September 2025. On receipt of their responses, BCOHRC reviewed the evidence that duty holders provided and verified it by reviewing information from other sources. This report details the results of this monitoring process. All information is current as of September 2025.

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<sup>1</sup> *Human Rights Code*, RSBC 1996, c 210.

## Summary of findings

Eight recommendations were made to private entities and local governments: five recommendations were made to seven social media companies, one to WorkSafeBC, one to the City of Vancouver and one to the BC School Trustees Association (BCSTA). While the recommendation to the BCSTA was to all 60 school districts, we are counting this as one recommendation because it was sent to the BCSTA, asking for compliance from its members. This, in addition to only receiving responses from two social media companies, somewhat complicates the statistical analysis of recommendations. As a result, we are assessing a total of 13 recommendations for this report: five recommendations to two social media companies (10) and the three standalone recommendations made to all school districts, one municipality and one independent agency.

None of the recommendations made to private entities and local governments were fully implemented, three were partially implemented, one was partially implemented by one social media company (Meta), none were in progress and nine were not implemented. Importantly, as noted above, the Commissioner required that all duty holders to whom she made recommendations report back to her on their compliance, pursuant to her power under s.47.20(3); yet the majority of private entities and local governments did not respond to this requirement. This is a startling lack of responsiveness, despite the clear legal jurisdiction of the Commissioner to require compliance.

### **From Hate to Hope: Report of the Inquiry into Hate in the COVID-19 Pandemic**

In August 2021, the Commissioner launched an inquiry into the rise of hate in B.C. during the COVID-19 pandemic. The inquiry explored why hate increased during the pandemic, where hate comes from and what action can be taken to stop hate immediately and in future times of crisis.

In March 2023, the Commissioner released her findings and recommendations through a [final report](#). One of the findings was that online hate increased dramatically during the pandemic. The Commissioner found that several factors contributed to the increase in online hate during the pandemic, including increased time spent online, the rampant spread of misinformation, disinformation and conspiracy theories, social media platform design and insufficient enforcement of corporate hate speech policies. Many algorithms used by social media companies to generate profit also generate hate by driving viewers to hateful content. The policies and practices of many social media companies demonstrate a lack of commitment to addressing the rise in hate on their platforms. Many companies are not transparent about how hate is showing up on their platforms or how they are addressing hate, which can obscure the scope of the problem and even amplify it.

The Commissioner issued 12 multifaceted recommendations in her final Inquiry report. The ninth recommendation, with five parts, was directed at social media companies to address online hate, it states:

**9. Social media platforms, including Google, Meta, Reddit, Rumble, Telegram, TikTok and Twitter, should:**

- a.** ensure they have and enforce rigorous terms of service to address hateful content
- b.** reform algorithms to favour less divisive, discriminatory and misleading content in order to drive viewers away from potentially hateful information
- c.** immediately stop placing advertisements alongside hateful content
- d.** allow independent audits in order to assess ongoing risks of hate amplification created by platform design, and develop risk mitigation strategies of ongoing risks
- e.** commit to timely, transparent and accurate public reporting on the frequency and nature of hateful online content in B.C. and platform responses including timeliness, actions taken, and appeals and reversals. Transparency requirements should also include providing adequate access to data for independent researchers to evaluate both the prevalence of hate content on platforms and platforms' responses, along with provisions to ensure this access does not compromise social media users' privacy rights.

To understand if progress has been made, we followed up with social media companies to ask about the actions they have taken to implement Recommendation 9. BCOHRC received responses from Meta and X (previously Twitter). Reddit, Rumble, Google, TikTok and Telegram did not respond to our request.

## Meta

On Recommendation 9a, Meta shared a number of community standards and policies meant to address hateful content. Of note, in January 2025, Meta updated their Hateful Conduct policy by removing restrictions on topics that are the subject of frequent political discourse including immigration and gender identity.<sup>2</sup> For example, users are now able to compare diverse sexual orientations to mental illness, or refer to women as property, without that language being considered hate speech.<sup>3</sup> Meta's reasoning for these changes was to reduce censorship and promote free speech.<sup>4</sup> In their response, Meta also describes a shift in content moderation practices—with automated content moderation being significantly rolled back.

On Recommendation 9b, as noted in the From Hate to Hope report, social media algorithms (a key

<sup>2</sup> "Hateful Conduct," Meta, effective January 8, 2025, <https://transparency.meta.com/policies/community-standards/hateful-conduct/>.

<sup>3</sup> Anis Heydari, "Meta Says New Rules Prioritize Freedom of Expression, But Even Civil Liberty Advocates Have Mixed Feelings," CBC, January 15, 2025, <https://www.cbc.ca/news/business/meta-moderation-language-1.7428480>.

<sup>4</sup> "Meta's New Content Policies Risk Fueling More Mass Violence and Genocide," Amnesty International, February 17, 2025, <https://www.amnesty.org/en/latest/news/2025/02/meta-new-policy-changes/>.



element of the business model) are an important driver of hate.<sup>5</sup> However, Meta did not include information about algorithms in their response.

On Recommendation 9c, Meta provided information about updated advertising tools to support businesses in assessing content that appears near their ads. While this is a positive step, it places the responsibility on businesses and does not address whether Meta can collect advertising revenue generated by traffic driven to hateful sites. While this amounts to partial implementation of this recommendation, it is worth noting that this is a disappointingly small step forward on a massive problem, and it does not offset the increased spread of hate facilitated by other Meta policies detailed here.

On Recommendation 9d, Meta noted it has received positive accreditation from the Media Rating Council (MRC), which found its policies adhere to the industry guidelines for content-level brand safety processes and controls. Meta notes it was audited against these guidelines by an independent third-party auditor engaged by the MRC. However, it is not clear when this audit occurred (although it appears to have been prior to the Inquiry report), the audit does not appear to address the risk of hate amplification and Meta gave no indication of mitigation strategies for ongoing risks as part of this recommendation or others.

On Recommendation 9e, Meta publishes a quarterly Community Standards Enforcement Report, outlining the amount of content actioned on Facebook for violating its policies. This data is publicly available at Meta's Transparency Center. This reporting was available at the time of the inquiry and was found to be insufficient in addressing online hate. No recent changes have been made to improve transparency on how Meta addresses hateful content.

While the Commissioner appreciated the response to her request for information, the generality of the response does not allow for a comprehensive analysis of whether Meta has implemented the Commissioner's recommendations. Furthermore, despite the existing policies on hateful conduct, hate and discriminatory content continue to be widely shared and made available online. In addition, the removal of certain topics from their hateful content policy is highly problematic. Clearly, being the frequent subject of political discourse does not insulate a topic from hate speech; indeed, it often encourages it. Although the Commissioner's recommendation monitoring process does not include assessing impact through third-party validation or triangulation, it is noteworthy that Amnesty International and other advocacy groups<sup>6</sup> have found significant concerns regarding recent changes to Meta's policies, including the lifting of prohibitions on previously banned speech, such as the denigration and harassment of racialized minorities.<sup>7</sup>

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<sup>5</sup> BC's Office of the Human Rights Commissioner, "From Hate To Hope: Report of the Inquiry Into Hate in the COVID-19 Pandemic," 133-136, [https://bchumanrights.ca/wp-content/uploads/BCOHRC\\_Hate-in-the-pandemic.pdf](https://bchumanrights.ca/wp-content/uploads/BCOHRC_Hate-in-the-pandemic.pdf).

<sup>6</sup> "It's not censorship to stop hateful online content, insists UN rights chief," UN News, January 10, 2025, <https://news.un.org/en/story/2025/01/1158886>; Heydari, "Meta says new rules prioritize freedom of expression"; Human Rights Campaign, "Meta's New Policies: How They Endanger LGBTQ+ Communities and Our Tips for Staying Safe Online", January 15, 2025, <https://www.hrc.org/news/metass-new-policies-how-they-endanger-lgbtq-communities-and-our-tips-for-staying-safe-online>;

<sup>7</sup> Amnesty International, "Meta's new content policies."

## X/Twitter

X did not address the recommendations as requested and noted it does not recognize the Commissioner's jurisdiction to direct recommendations to a foreign domiciled corporation. X did share links to policies and standards meant to address hate, but these standards are brief, lacking definitions and appear weak in their enforcement mechanisms. The unwillingness of X to provide information does not allow for a comprehensive analysis of whether X has implemented the Commissioner's recommendations.

Studies have reported an increase in hate speech on X following Elon Musk's acquisition of the platform in October 2022.<sup>8</sup> Researchers noted "the increase was seen across multiple dimensions of hate, including racism, homophobia, and transphobia".<sup>9</sup> They also found "likes" of hate-related posts had doubled since the transition.

Organizations such as the Centre for Countering Digital Hate (CCDH)<sup>10</sup> and GLAAD<sup>11</sup> (an LGBTQ media advocacy organization) have noted that unprecedented hate speech policy rollbacks from social media companies, including X and Meta, are actively undermining the safety of LGBTQ2SAI+ people and other historically marginalized groups, both online and offline. In late 2022, X eliminated a ban on COVID-19 disinformation and, in 2023, disabled a feature for reporting election disinformation.<sup>12</sup> In 2023, the CCDH found that X continued to host 86 per cent of 300 posts reported by the organization for extreme hate speech.<sup>13</sup> This significant rollback of X's policies meant to address online hate since the Commissioner's inquiry is concerning and these actions are far from meeting the human rights standards as set out by the recommendations.

## Letter to BC School Trustees Association Re: School Liaison Officer Programs

In November 2022, the Commissioner issued a letter to the BC School Trustees Association recommending that the use of School Liaison Officers (SLOs) in B.C. schools be ended by all school districts, unless and until they can demonstrate an evidence-based need for them that cannot be met through other services.<sup>14</sup>

In the letter, the Commissioner highlights significant concerns raised by marginalized students, their families and communities about harm caused by police presence in schools. While there is a lack of research in Canada about the impact of SLO programs on Indigenous, Black and other racialized students, American research has found that SLOs contribute to a sense of criminalization and

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<sup>8</sup> Hickey D, Fessler DMT, Lerman K, Burghardt K, "X under Musk's leadership: Substantial hate and no reduction in inauthentic activity," *PLoS ONE* 20(2) (2025): e0313293. <https://doi.org/10.1371/journal.pone.0313293>.

<sup>9</sup> Ibid.

<sup>10</sup> Center for Countering Digital Hate, *X Content Moderation Failure*, (CCDH, 2023), [https://counterhate.com/wp-content/uploads/2023/09/230907-X-Content-Moderation-Report\\_final\\_CCDH.pdf](https://counterhate.com/wp-content/uploads/2023/09/230907-X-Content-Moderation-Report_final_CCDH.pdf).

<sup>11</sup> "GLAAD'S Social Media Safety Index Unveils How Tech Companies Intentionally Rolled Back Safety Policies for LGBTQ People," GLAAD, May 13, 2025, <https://glaad.org/releases/glaad-social-media-safety-index-2025/#:~:text=The%20report%20found%20that%20recent,X%2030/100>.

<sup>12</sup> Nora Benavidez, *Big Tech Backslide*, (Free Press, December 2023), [https://www.freepress.net/sites/default/files/2023-12/free\\_press\\_report\\_big\\_tech\\_backslide.pdf](https://www.freepress.net/sites/default/files/2023-12/free_press_report_big_tech_backslide.pdf).

<sup>13</sup> Center for Countering Digital Hate, *X Content Moderation Failure*.

<sup>14</sup> BC's Office of the Human Rights Commissioner, *Letter to BC School Trustees Association Re: School Liaison Officer Programs*, (BCOHRC, November 24, 2022), <https://bchumanrights.ca/wp-content/uploads/2022.11.24-Letter-to-School-Trustees-on-human-rights-concerns-with-SLOs.pdf>.

surveillance in schools, especially disadvantaging marginalized students.<sup>15,16,17,18</sup>

In July 2025, BCOHRC sent a request to all 60 school districts to understand which districts had SLO programming and which did not. We received a spectrum of responses from 22 school districts: five currently have formal SLO programs; two previously had SLO programs but were ended due to funding; five have more informal relationships<sup>19</sup> with local police and RCMP; and eleven have never had SLO programs.

In addition to these 22 school districts, School District 61 (Victoria) ended their SLO program following the recommendation from BCOHRC and a multi-year review which found that the initiative lacked any defined purpose, terms of reference, roles or responsibilities, with no accountability to the Board for the delivery or outcomes of the program.<sup>20</sup> The review also noted that some students reported negative lived experiences involving SLOs and/or other members of the police including accusations of misconduct. This decision led to a Ministerial Order from the Minister of Education directing the School Board to work with police and a special adviser to develop a safety plan.<sup>21</sup> Ultimately, the Minister of Education fired the School Board in January 2025, saying, “[T]here is evidence that the board did not assist the special adviser, demonstrated significant governance issues and failed to collaborate with partners in the development of a safety plan”.<sup>22</sup> However, as noted in the Commissioner’s letter to the Ministry of Education in response to this firing,

***The firing of the SD61 School Board on January 30, aside from directly undermining the Province’s previous statements on the authority of school boards, effectively makes SLO programs mandatory across the province.***

Currently, half of the 22 school districts that BCOHRC received responses from said they have never had an SLO program.

## **Letter to Mayor Stewart and Minister Rankin Re: Encampment Response on Hastings Street in Vancouver**

In August 2022, the Commissioner sent a letter to the Mayor of Vancouver to express concerns about plans for the hasty removal of the encampment on Hastings Street and the eviction of the residents there. In the Commissioner’s view, the eviction of people and dismantling of their homes without

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<sup>15</sup> Denise C. Gottfredson, Scott Crosse, Zhiqun Tang, Erin L. Bauer, Michele A. Harmon, Carol A. Hagen and Angela D. Greene, “Effects of School Resource Officers on School Crime and Responses to School Crime,” *Criminology & Public Policy* 19, no. 3 (2020): 905-940.

<sup>16</sup> Christopher A. Mallet, *The School-to-Prison Pipeline: A Comprehensive Assessment*, (Springer Publishing Company, 2015).

<sup>17</sup> Amanda Merkwae, “Schooling the Police: Race, Disability, and the Conduct of School Resource Officers,” *Michigan Journal of Race and Law*, 21 (2015): 147.

<sup>18</sup> Tammy Rinehart Kochel, David B. Wilson, and Stephen D. Mastrofski, “Effect of Suspect Race on Officers’ Arrest Decisions,” *Criminology* 49, no. 2 (2011): 473-512.

<sup>19</sup> Other models of school-police partnerships included Youth Section Units that attend community events and visit schools occasionally, a Youth Squad available specifically for students but stationed within the community and a Safe Schools Specialist from the RCMP that presents to students but is not assigned to a specific school.

<sup>20</sup> “SPLO Program FAQ,” Greater Victoria School District, accessed November 20, 2025, <https://www.sd61.bc.ca/splo-faq/#Q4>.

<sup>21</sup> Province of British Columbia, *Order of the Minister of Education and Child Care: Ministerial Order No. M339*, September 17, 2024, [https://www.bclaws.gov.bc.ca/civix/document/id/mo/mo/m0339\\_2024](https://www.bclaws.gov.bc.ca/civix/document/id/mo/mo/m0339_2024).

<sup>22</sup> “Official trustee appointed to replace School District 61 board of education,” BC Gov News, Province of British Columbia, January 30, 2025, <https://news.gov.bc.ca/releases/2025ECC0004-000066>.



adequate consultation and collaboration with those being evicted and without providing suitable alternatives is contrary to human rights law. The Commissioner recommended the City of Vancouver (the City) undertake meaningful collaboration and consultation with the residents of the Hastings encampment about how to ensure the satisfaction and preservation of their needs and rights.

The City responded to our request with details related to the complexity of the encampment and coordination activities with police, expressing concern for city workers' safety in carrying out the decampment, and providing information about the level of involvement of community groups in planning.

Although the City did provide notice to residents of their intent to begin clearing the area in 2022, they did not provide further notice in April 2023, which the City noted was intentional: "[G]iven previous events in the East Hastings Street encampment that compromised worker safety ... there was a compelling need for discretion regarding this planning. Accordingly, it was not possible to provide advance notice of specific dates to community groups, businesses, and residents."

Beginning in 2022, the City coordinated a Community Table that was chaired by an Indigenous Elder and attended by local organizations who provide services to those in the encampment and representatives of encampment residents. The City noted this Community Table was an integral part of their planning efforts.

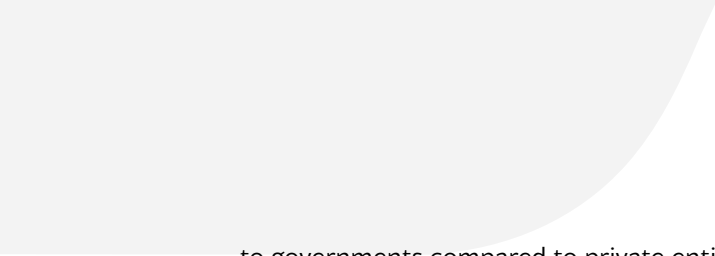
While the City partially implemented the Commissioner's recommendation by establishing a Community Table, unfortunately, the Community Table does not seem to have been used to transparently address and negate the City's concerns about worker safety throughout the entire decampment process. The Commissioner appreciates the importance of protecting worker safety, while also noting that the rights of unhoused people are not secondary to the rights of workers and the City must take every reasonable step to protect all human rights involved.

### **Letter to WorkSafeBC Re: New Return-to-Work Provisions Passed Through the *Workers Compensation Amendment Act***

In September 2023, BCOHRC met with WorkSafeBC to discuss Bill 41, the *Workers Compensation Amendment Act (No. 2), 2022*, and the new return-to-work provisions included within the bill. Namely, the duty to cooperate and the duty to maintain employment. Following this, the Commissioner sent a letter encouraging WorkSafeBC to direct decision makers under the *Workers Compensation Act* to interpret undue hardship in s.154(3)(5) of the amended Act in the same way undue hardship is defined by the Human Rights Tribunal, pursuant to the *Human Rights Code* and Code jurisprudence. WorkSafeBC partially implemented this recommendation by drafting the definition of undue hardship in policy to be consistent with the Human Rights Tribunal's definition, but with further emphasis on health and safety. The policy does not reference the *Human Rights Code* or Code jurisdiction.

## **Conclusion**





BCOHRC is committed to measuring the progress of the Commissioner's recommendations to promote accountability and to improve future recommendations. This monitoring report and Where We Stand allow for reflection on how the framing of a recommendation, or to whom it is directed, may impact its implementation. This report also sheds light on the differences between making recommendations



to governments compared to private entities. It highlights how all actors can contribute to promoting human rights, or the degradation of rights, and demonstrates the complexity of upholding those rights in all parts of society. While the recommendations are not enforceable in law, they are required to achieve compliance with law—both domestic and international—and to build a society that is defined by substantive equality and that realizes the dignity inherent in being human.

## Appendix

BCOHRC's assessment definitions are as follows:

-  Fully implemented: all activities that directly support the implementation of the recommendation are complete
-  Partially implemented: recommendation has been implemented to some degree but with different parameters (e.g., smaller scope, different population groups or fewer than all elements of a recommendation)
-  In progress: work is currently underway/in development to implement the recommendation (e.g., legislation has been drafted but has not been passed, funding has been committed but a program has not begun)
-  Not implemented: recommendation has not been implemented, and work is not currently in progress

### From Hate to Hope: Report of the Inquiry into Hate in the COVID-19 Pandemic

July 3, 2023

RECOMMENDATION	DUTY HOLDER	STATUS
9. Social media platforms, including Google, Meta, Reddit, Rumble, Telegram, TikTok and Twitter, should:		
a. ensure they have and enforce rigorous terms of service to address hateful content	Google, Meta, Reddit, Rumble, Telegram, TikTok and X (Twitter)	Not implemented (Meta) Not implemented (X)
9. Social media platforms, including Google, Meta, Reddit, Rumble, Telegram, TikTok and Twitter, should:		
b. reform algorithms to favour less divisive, discriminatory and misleading content in order to drive viewers away from potentially hateful information	Google, Meta, Reddit, Rumble, Telegram, TikTok and X (Twitter)	Not implemented (Meta) Not implemented (X)
9. Social media platforms, including Google, Meta, Reddit, Rumble, Telegram, TikTok and Twitter, should:		
c. immediately stop placing advertisements alongside hateful content	Google, Meta, Reddit, Rumble, Telegram, TikTok and X (Twitter)	Partially implemented (Meta) Not implemented (X)



9. Social media platforms, including Google, Meta, Reddit, Rumble, Telegram, TikTok and Twitter, should:  d. allow independent audits in order to assess ongoing risks of hate amplification created by platform design, and develop risk mitigation strategies of ongoing risks	Google, Meta, Reddit, Rumble, Telegram, TikTok and X (Twitter)	Not implemented (Meta)  Not implemented (X)
9. Social media platforms, including Google, Meta, Reddit, Rumble, Telegram, TikTok and Twitter, should:  e. commit to timely, transparent and accurate public reporting on the frequency and nature of hateful online content in B.C. and platform responses including timeliness, actions taken, and appeals and reversals. Transparency requirements should also include providing	Google, Meta, Reddit, Rumble, Telegram, TikTok and X (Twitter)	Not implemented (Meta)  Not implemented (X)

### Letter to WorkSafeBC Re: New Return-to-Work Provisions Passed Through the *Workers Compensation Amendment Act (No. 2), 2022*

Sept. 26, 2023

RECOMMENDATION	DUTY HOLDER	STATUS
I encourage you to direct decision makers under the <i>Workers Compensation Act</i> to interpret undue hardship in s.154(3)(5) of the amended Act in the same way undue hardship is defined by the Human Rights Tribunal, pursuant to the <i>Human Rights Code</i> and Code jurisprudence.	WorkSafeBC	Partially implemented

### Letter to Mayor Stewart and Minister Rankin Re: Encampment Response on Hastings Street in Vancouver

Aug. 9, 2025

RECOMMENDATION	DUTY HOLDER	STATUS
I urge you to fulfill your obligations of procedural fairness as far as the urgency of the fire order allows. At minimum, meaningful collaboration and consultation with the residents of the Hastings encampment about how to ensure the satisfaction and preservation of their needs and rights is essential to fulfilling your governments' human rights obligations.	City of Vancouver	Partially implemented

## Letter to BC School Trustees Association Re: School Liaison Officer Programs

Nov. 24, 2022

RECOMMENDATION	DUTY HOLDER	STATUS
Out of respect for the rights of our students, I strongly recommend that all school districts end the use of SLOs until the impact of these programs can be established empirically. For school boards who choose not to take this step, it is incumbent on you to produce independent evidence of a need for SLOs that cannot be met through civilian alternatives and to explain the actions you are taking to address the concerns raised by Indigenous, Black and other marginalized communities.	BC School Districts	Partially implemented











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