

Human Rights Forum

Understanding Gender Identity and Gender Expression in Employment and Services

The Government of Alberta amended the *Alberta Human Rights Act* in December 2015 to add gender identity and gender expression to the Act as expressly prohibited grounds of discrimination. The amendment to the Act makes it clear and explicit that gender identity and gender expression are protected grounds and that people cannot be discriminated against based on either ground.

The *Alberta Human Rights Act* protects individuals from discrimination in five areas, including the areas of employment and services. Transgender people must be protected from discrimination and harassment in their workplaces and in services that are customarily available to the public.

Some questions that will be discussed include:

- What is meant by gender identity and gender expression?
- What accommodation must employers provide to support employees that are transitioning?
- What accommodation must service providers make available when providing services that are customarily available to the public?
- What are the best practices in creating respectful, inclusive environments for all including transgender individuals?

Birju Dattani, Assistant Regional Director for the Alberta Human Rights Commission, and Natalie Nielsen, City of Red Deer, will lead the discussion on understanding gender identity and gender expression. There will be an opportunity for questions following the presentations.

Who should attend?

Human resource practitioners, business owners, executives, managers, union representatives and service providers who would like to gain a better understanding of gender identity and gender expression are encouraged to attend. It is preferred that participants have a working knowledge of the *Alberta Human Rights Act*.

Register early, as space is limited.

Event Details

Date: Thursday, August 17, 2017
Time: 8:30 a.m. to 9:00 a.m. Networking (Breakfast will be provided)
9:00 a.m. to 12:00 p.m. Presentation and discussions
Location: Red Deer Museum & Art Gallery, 4525 – 47A Avenue, Red Deer
Cost: \$52.50 (including GST) per person
Registration: Register online at:

www.eply.com/GenderIdentityGenderExpression_Red-Deer_17Aug2017

For more information visit the Commission's website at albertahumanrights.ab.ca/education/workshops/forums.aspx. Contact Jane Maze at 780-422-1924 if you have any questions.