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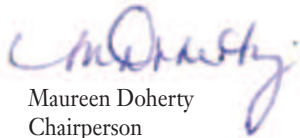
# Letter of Transmittal

The Honourable Jeannie Ehaloak  
Minister of Justice  
Legislative Assembly  
P.O. Box 1200  
Iqaluit, NU X0A 0H0

Dear Minister Ehaloak:

On behalf of the staff and members of the Nunavut Human Rights Tribunal (the NHRT), it is with great pleasure that I present you, the Minister responsible for the Administration of the *Nunavut Human Rights Act*, the eleventh annual report of the NHRT for the fiscal year ending March 31<sup>st</sup>, 2018.

Respectfully submitted by



Maureen Doherty  
Chairperson

Nunavut Human Rights Tribunal  
P.O. Box 15  
Coral Harbour, NU X0C 0C0

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[www.nhrt.ca](http://www.nhrt.ca)

# Message from the Chair

I am proud to present my first annual report as Chair of the NHRT. I assumed this role in 2017-2018 to help further the essential work that the NHRT does to protect the human rights of Nunavummiut. I would like to acknowledge and thank the NHRT's Vice-chair, Ms. Ookalik Curley, who assumed the role of Acting Chair from December 2016 to September 2017 and who oversaw a call for new members, the selection of the new Chair and a number of other important initiatives.

This past year marked the beginning of a period of transition and rebuilding of capacity for the NHRT. NHRT adjudicators (decision-makers) play a central role in providing adjudicative (decision-making) human rights services when people file a claim saying they have experienced discrimination and harassment under the *Nunavut Human Rights Act*. As adjudicators, we work to provide fair and impartial human rights services to both those who are alleging discrimination and those who are accused of discrimination.

The NHRT functions most effectively with a full complement of six adjudicators. In 2017-2018 we were able to secure the appointment of two new members, Ms. Jasmine Redfern and Mr. Stephen Mansell, as well as my re-appointment for a second term. For the first time ever, in 2017-2018 the NHRT had six members.

Members enhanced their capacity to

deliver effective human rights adjudication services by attending the Canadian Council of Administrative Tribunal's annual symposium in Vancouver in May 2017 and the Canadian Human Rights Commission's *Beyond Labels 2017 Human Rights Symposium* in Ottawa in September 2017. In Vancouver we focused on administrative law principles such as procedural fairness, ethical decision-making, and ensuring access to justice for diverse parties. At the Ottawa Symposium we learned about national initiatives to address inclusion of LGBTQ2+ persons, disability rights, language, and culture and had a wonderful opportunity to be inspired by the work of human rights bodies across the country.

While in Ottawa, we also held a face-to-face meeting which included discussion of best-practices for effective decision-writing; meeting with Deputy Minister of Justice Bill MacKay to discuss a report on *Strengthening the Nunavut Human Rights System*; and meeting with, and learning from, staff of the Canadian Human Rights Commission. We also spent a lot of time working on files and decisions.

In March 2018, we had a second face-to-face meeting in Rankin Inlet. We reviewed and discussed the *Nunavut Human Rights Act*, *Financial Administration Act*, NHRT Rules of Procedure, and Conflict of Interest guidelines; met with the Honourable Jeannie Ehloak, Minister of Justice; carefully

reviewed the website and Annual Report and began discussing plans for updating both. We also received a two day workshop from Michelle Flaherty, a law professor and experienced human rights adjudicator, on conducting hearings, dealing with evidence, and making decisions; and worked on drafting decisions.

With no human rights commission in Nunavut, the Nunavut Human Rights Tribunal's communication with the public is key to help people understand their options to address potential discrimination. Therefore, investing in our communication materials, particularly the NHRT website, is a priority in the coming years.

We also know that people want timely decisions from the NHRT. In addition to having a full complement of members and building their capacity to render timely decisions, we have been working on streamlining our processes to bring down the amount of time it takes for cases to be processed. We began to see results in 2017-2018, issuing more decisions in 2017-2018 than the previous year.

In the coming years, the NHRT's members and staff will continue to look at how we can build our capacity to consistently improve our services.

Maureen Doherty  
Chairperson

## The Nunavut Human Rights Tribunal

The Nunavut Human Rights Tribunal is created by the *Nunavut Human Rights Act* and gets all of its powers from the *Act*. When people believe they have experienced discrimination or harassment at work, in their housing, or when receiving a service, they can file a claim with the NHRT, called a Notification. The Notification must include who they believe violated their human

rights and what information they have that shows this.

The NHRT is a quasi-judicial adjudicative body. This means it functions like a court but is less formal. The members of the NHRT are adjudicators who make decisions with respect to alleged violations of the *Act*. Members do not represent one side or the other. Instead the Tribunal decides disputes which are presented by the parties.

When the NHRT receives a Notification it has to decide whether it has the power to deal with it, for example by

deciding whether the situation could be discrimination or harassment (e.g. sometimes it is unfair treatment but is not discrimination or harassment under the *Act*).

If the NHRT finds that the claim does fall under the *Act*, it can refer the matter for mediation, where the parties talk about the issues in the hopes of reaching an agreement, or hold a hearing. At a hearing the NHRT will consider information from witnesses as well as documents, and decide whether or not the person's human rights have violated.

# Tribunal Members

(2017-2018)

The NHRT consists of six (6) Tribunal Members. The Tribunal members nominate a member to serve as the NHRT's Chair and another to serve as the Vice-Chair.

NHRT members are selected through a competitive process. Ads are placed in Nunavut focused print media and on social media inviting interested and qualified Nunavummiut to apply. NHRT members must have an interest in and a sensitivity to human rights and to Inuit culture and values that underlie the Inuit way of life.

## Maureen Doherty

Chairperson

(Term current through to July 14, 2021)



Maureen Doherty  
Chairperson

Maureen Doherty is Chair of the Nunavut Human Rights Tribunal and was appointed as a member in 2013. Ms. Doherty is Chair of Health and Wellness Programs at Nunavut Arctic College in Iqaluit. She holds a Masters of Education. Her experience includes being a Justice of the Peace in Nunavut, Executive Director of Qullit Nunavut Status of Women Council and a member of the steering committee for the creation of the *Nunavut Human Rights Act*. Ms. Doherty has been a resident of Nunavut since 1983.

## Ookalik Curley

Vice-Chairperson

(Term current through to December, 2020)



Ookalik Curley  
Vice/Acting Chair

Ms. Curley took on the position of Acting Chair in September, 2016, and in September, 2017, she became the Vice-Chairperson. Ookalik was born in and continues to live in Iqaluit, Nunavut. She has been with the Government of Nunavut for 10 years now and was an employee of the Municipality of Iqaluit for over 8 years. She is a graduate of Churchill Vocational Centre and received her Executive Certificate in Conflict Management from Stitt Feld Handy Group and the Faculty of Law, University of Windsor. She has been a

member of various non-profit organizations in Iqaluit and is currently a member of Tukisigiavik Society and Labour Standards Board.

The Executive Council (Cabinet) appoints selected candidates for a four (4) year term.

The NHRT is arms-length from the Government of Nunavut. This means that while the operating funds for the NHRT come from the Government, the Tribunal members work independently.

## Stephen Mansell

Tribunal Member

(Term current through to January 23, 2022)



Stephen Mansell  
Tribunal Member

Stephen Mansell is the Director of the University of Saskatchewan Nunavut Law Program. Prior to joining the Law Program, Stephen worked for the Government of Nunavut Department of Justice in a variety of legal and policy roles. Stephen has significant experience in relation to legal and government issues in Nunavut and Canada's North. Prior to his work with the Government of Nunavut, Stephen practiced law in Yellowknife.

Stephen is past president of both the Law Society of Nunavut and the Nunavut Branch of the Canadian Bar Association and is currently a member of the Board of Directors of the Canadian Council of Administrative Tribunals. He has also served as a board member for the Nunavut Legal Services Board and as a member of the Nunavut Judicial Advisory Committee. Stephen has also served as an Iqaluit City Councillor and Chair of the Iqaluit Public Safety and Finance committees.

Stephen lives in Iqaluit with his wife Theresa and their two young daughters.

## Jasmine Redfern

Tribunal Member

(Term current through to September 7, 2021)



Jasmine Redfern  
Tribunal Member

Jasmine Elisapi Redfern is mother of two and a student in the Nunavut Law Program with the University of Saskatchewan. Before going back to school, Jasmine spent 10 years working in social policy and programming with non-profit and Indigenous organizations. Jasmine's focus has often been on health issues for Indigenous

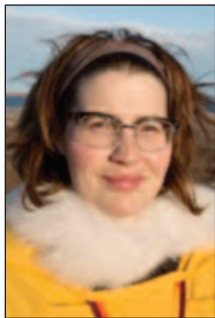
women and youth and LGBTQ2S communities. Jasmine's past work

has included Assistant Director of Social and Cultural Development at Nunavut Tunngavik Inc., Aboriginal Program Coordinator at YouthCO, Vice-President of Embrace Life Council, and founding member of the National Indigenous Young Women's Council. Jasmine has received training in interest-based mediation and is interested in alternative dispute resolution processes.

## OUTGOING TRIBUNAL MEMBERS

### Amanda Hanson-Main

Tribunal Member  
(December 8, 2014 – December 8, 2018)



Amanda Hanson Main  
Member

Amanda Hanson Main is a self-employed contractor focused on regulatory processes in Nunavut, environmental and socio-economic assessment, and community and stakeholder engagement. She holds a Master of Science and has worked in the field of environmental assessment for nearly a decade, the majority of which was during her 8 years with the Nunavut Impact Review Board where she served as the Director, Technical Services. Amanda has spent terms sitting as a Board Member to the Alberta Public Interest Research Group

and as a Councillor for the Hamlet of Cambridge Bay. She has also dedicated many hours to community, youth, and hockey programs in Nunavut. Amanda relocated from Alberta to Cambridge Bay in 2007 and more recently, in 2015 she and her family moved to her husband's hometown of Arviat.

### Tricia Makpah

Tribunal Member  
(December 8, 2014 – December 8, 2018)

Trisha Makpah was appointed to the Nunavut Human Rights Tribunal in December, 2015. She currently lives in Rankin Inlet where she grew up and has been working for the Government of Nunavut for 15 years, currently with Nunavut Liquor Management as the Manager, Licensing & Enforcement.

Trisha has 4 children between the ages of 1 and 18. She has a Diploma in Management Development and is currently taking courses through correspondence.

She is the Chairperson for a local non-profit organization (volunteer position).

She has always been interested in the adjudicative process.



Trisha Makpah  
Member

## TRIBUNAL STAFF

The NHRT offices are located in Coral Harbour. Reporting to the Department of Justice, Tribunal staff includes an Executive Director, a Human Rights Officer, and an Administrative Assistant.

### Rosie Tanuyak-Ell

Executive Director



Rosie Tanuyak-Ell  
Executive Director

Rosie Tanuyak-Ell manages the day-to-day operations of the Tribunal. She ensures all parties are properly informed of the Tribunal process, manages the budget, communications, staff and mediation services. She also ensures there is administrative support to the Tribunal members. She joined the Tribunal staff in March of 2006. She became the Executive Director in June, 2013.

### Leo Angootealuk

Human Rights Officer

Leo Angootealuk has been a Human Rights Officer since March of 2006. In his role as the Tribunal's Human Rights Officer, he answers questions from Nunavummiut who are considering filing notifications, explaining the full Tribunal process in English or Inuktitut as needed. He attends trade shows and public events, supporting the public in understanding the Tribunal's purpose and process. Prior to joining the Tribunal, Leo worked at the Sakku School in Coral Harbour as a student support worker.



Leo Angootealuk  
Human Rights Officer

### Cindy Ningeongan

Administrative Assistant

Cindy Ningeongan has been the NHRT office Administrative Assistant since September of 2014. In her role as the office administrator, she monitors calls, issues invoices to the finance department, orders office supplies and makes travel arrangements. Prior to working with the Tribunal, Cindy worked at the Hamlet of Coral Harbour as a finance officer.



Cindy Ningeongan  
Administrative Assistant



# Report on Tribunal Activities 2017-2018

## INQUIRIES

Tribunal staff answer questions from people in Nunavut who have reason to believe discrimination occurred in one of the areas of activity under the NHRT's jurisdiction as defined in the *Nunavut Human Rights Act*. People contact the NHRT to learn what steps may be available for them to address the alleged discrimination. These people are known as potential Applicants.

Various organizations, companies, landlords, and government agencies also contact the Tribunal to ensure they are aware of their obligations and responsibilities under the *Nunavut Human Rights Act*. If a person or organization is formally alleged to have engaged in a form of discrimination by an Applicant using the Tribunal process, the person or organization must formally respond. They are known as Respondents.

Providing information to both potential Applicants and potential Respondents, the Tribunal works to provide just, fair and impartial human rights adjudicative services in Nunavut.

The Tribunal specifically tracks the number of inquiries received from potential Applicants each year.

In 2016-17, there were a total of 85 inquiries received by telephone and email. In 2017-18, the number of inquiries dropped slightly to 73.

## NOTIFICATIONS

After learning about the Tribunal process, some potential Applicants choose to file a Notification which is a formal document detailing the alleged discrimination as per the *Act*.

Table 1 below shows there were nine new Notifications filed with the Tribunal in 2017-18 - the same number as in 2016-17.

Once a Notification is received, Tribunal staff sends the Notification to the Respondent(s), who then have 60 days to file a formal Reply unless an extension is granted. When all parties have submitted their documents, they are forwarded to one of the Tribunal members to make an initial Notification Review Decision on whether the file should go to a mediation (if the parties want mediation) or to a pre-hearing/hearing, or should be dismissed.

In 2017-18, there were 14 Notifications from the prior year that were still open. Some were awaiting Replies from Respondents, while others were being reviewed by a Tribunal member for a Notification Review Decision on whether to dismiss the Notification or to send it forward to a mediation or hearing. A few files were on hold while another legal process, pertaining to the same dispute, was taking place (for example, a grievance under a collective agreement).

Tribunal members completed eight Notification Review Decisions in 2017-18, three more than the previous year. Table 2 shows how many of those Decisions resulted in a Notification being dismissed, confirmed that a case would be closed because the Applicant asked to withdraw their claim, or resulted in a claim proceeding to mediation or the hearing process.

The Tribunal ended the 2017-18 year with 15 open Notifications awaiting Replies or Notification Review Decisions.

<b>Table 1: Notifications During Reporting Period</b>	<b>2016-17</b>	<b>2017-18</b>
Notifications carried over from prior reporting period (not including this year)	10	14
Notifications received this reporting period (see Table 3 for areas of activity details)	9	9
Notification Review Decision Completed (see Table 2 for details)	5	8
<b>Notifications open at the end of reporting period</b>	<b>14</b>	<b>15</b>

<b>Table 2: Notification Decisions</b>	<b>2016-17</b>	<b>2017-18</b>
Notifications dismissed	2	4
Notifications requested to be withdrawn	2	1
Notifications proceeding to Mediation	1	3
Notifications proceeding to Pre-Hearing/Hearing	0	0
<b>Total Notification Decisions</b>	<b>5</b>	<b>8</b>

When Applicants fill in their Notifications, they are to identify the area of activity where the alleged act of discrimination occurred, as set out in the *Act*. Table 3 shows the areas of activity where alleged acts of discrimination occurred in 2017-18.

Finally, Applicants identify the grounds of the alleged human rights violation. In many cases, a single Notification may identify more than one category. For example, an Applicant may feel they were discriminated against due to gender and race, checking off two grounds in their Notification. In 2017-18, there were only 9 new Notifications filed, but there are 12 grounds identified. Table 4 sets out the different ground of dissemination alleged in 2017-18.

## MEDIATION AND PRE-HEARING/HEARING PROCEEDINGS

If a Notification is not dismissed in a Notification Review Decision, the parties are given the option to try mediation before proceeding to a pre-hearing and then a hearing. Historically, most parties have chosen to try mediation. When the parties choose mediation, the NHRT staff assign a mediator to work with the parties to try to come to a settlement agreement. The NHRT has had tremendous success with mediation. Cases rarely proceed to a pre-hearing/hearing, as most cases are settled through mediation.

<b>Table 3: Alleged Act of Discrimination Occurred in the following Areas of Activity (including only new Notifications in this reporting period):</b>		
	<b>2016-17</b>	<b>2017-18</b>
Employment	5	4
Organization and Associations	0	0
Goods, Services, Facilities or Contracts	4	4
Tenancy	0	1
Publications	0	0
Discharge, Suspension and Intimidation	0	0
<b>Total New Notifications area of activity during reporting period:</b>	<b>9</b>	<b>9</b>

<b>Table 4: New Notifications by grounds</b>		
	<b>2016-17</b>	<b>2017-18</b>
Race	0	1
Colour	3	1
Ancestry	0	1
Ethnic Origin	0	1
Citizenship	0	1
Place of origin	3	1
Creed	0	1
Religion	0	0
Age	0	0
Disability	0	1
Sex	1	1
Sexual orientation	0	0
Gender Identity	0	0
Gender Expression	0	0
Marital Status	0	0
Family Status	2	2
Pregnancy	0	1
Lawful Source of income	1	0
A conviction for which a pardon has been granted	0	0

Table 5 shows the Tribunal initiated four mediations proceedings in 2017-18. It is expected that settlements resulting from these mediation processes will be reached in the 2018-19 year. This is up significantly from 2016-17, when no mediations were initiated nor settlements reached.

As a result of parties choosing mediation, no Pre-hearings or Hearings were held in 2017-18.

## DURATION BETWEEN FILING AND ISSUING DECISIONS

One of the major challenges the Tribunal faces is the length of time it takes from when an Applicant files a Notification to when a file is closed.

There are four measurable stages in the Notification process. Each of the stages is distinct, and may be constrained or delayed for a variety of reasons. The NHRT is committed to reducing the length of time in each stage. Therefore, in an effort to measure success at reducing the time it takes to get to resolution over the coming years, the NHRT will be reporting on each of these stages separately in its Annual Reports.

### Stage 1: Collecting Replies from Respondents to a Notification filed with NHRT.

The time it takes to collect Replies from all Respondents depends on the ability of the Respondent(s) to meet the 60 day time frame to respond to a Notification. Location, number of Respondents named in the Notification, and challenges finding and notifying Respondents can add to delays.

### Stage 2: Tribunal members issue a Notification Review Decision.

Reviewing the Notification and Replies in order to issue a review decision depends on the complexity of the case, combined with the assigned Tribunal Member's workload, availability and experience in reviewing and issuing a Notification Review Decision on the specific type of Notification.

	2016-17	2017-18
<b>Mediation Status</b>		
Mediation Proceedings from prior reporting period	0	0
Mediation initiated this reporting period	0	4
Settlements Reached this reporting period	0	0
<b>Mediation Proceedings pending at end of reporting period</b>	<b>0</b>	<b>4</b>
<b>Pre-hearing and Hearing Status</b>	<b>0</b>	<b>0</b>
Pre-hearings	0	0
Hearings	0	0

### Stage 3: Mediation (if chosen by the parties)

If a case is not dismissed in a Notification Review Decision, the parties can choose to participate in a mediation with an NHRT mediator. The amount of time it takes to schedule and complete a mediation depends on the availability of the Applicant, Respondent(s) and mediator to complete the mediation and enter into a fair and just settlement agreed to by all parties and, where an agreement is reached, for the Respondent to fulfill the terms of the settlement.

### Stage 4: Pre-hearing/Hearing

If the case does not settle in mediation, a pre-hearing is scheduled to plan the hearing. At the pre-hearing, the parties discuss the hearing date, location, witnesses, and documents and other arrangements for the hearing are made. Afterwards, the parties are told of the hearing date, the hearing location and what they can expect at the hearing.

A hearing is the opportunity for both sides to tell their stories directly to the NHRT adjudicator. The adjudicator hears evidence from the parties as well as any witnesses with relevant information. The adjudicator also considers documentary evidence. After the hearing, the NHRT adjudicator goes away and writes a decision on whether or not discrimination, contrary to the *Act*, occurred. After that decision is issued, the NHRT's file is closed (note there is a right of appeal to the Nunavut Court of Justice).

This Annual Report will not address Pre-Hearing and Hearing time frames, as there were none in the 2017-18 reporting period. Future Annual Reports will include data on the time frame for Pre-Hearings and Hearings if they occur.

The table below shows the average length of time for each stage to be completed. Note that in 2017-18, the length of time to gather Replies from Respondents was reduced from 5 months to 4 months.

	2016-17	2017-18
1. Average length of time Replies are filed with NHRT by Respondents, after a Notification has been received by NHRT. (Time between A and B below).	5 months	4 months
2. Average length of time to issue a Notification Review Decision once all Respondents have filed their Replies to the Notification. (Time between B and C below)	6-9 months	6-9 months
3. Average length of time to Reach a Settlement agreement, once an Agreement to Mediate is received from all parties) (Time between D and E below).	5-7 months	5-7 months

A. Receipt of Notification to NHRT

B. Receipt of all Replies to NHRT

C. Date of Review Decision being issued by NHRT

D. Date of Agreement to Mediate signed by all parties

E. Date of final Settlement being signed by all parties.

## COMMUNICATIONS

The Tribunal maintains a website at [www.nhrt.ca](http://www.nhrt.ca) with detailed information on the various processes available to all parties involved in accessing the Tribunal's adjudicative services. In order to raise public awareness of the NHRT, staff produce brochures, place advertisements online on Nunavut news-oriented websites, and attend trade shows.

## TRAINING AND CAPACITY BUILDING

Tribunal members bring a wide range of experience and formal training to their role in the Tribunal. To support the ongoing building of capacity, skills and knowledge, Tribunal members attend various national conferences, and Nunavut-focused workshops based on the needs of the current Tribunal members.

### **CCAT's 33rd Annual Symposium in Vancouver, *On the Edge Between Sea and Sky* – May 28 - 30, 2017**

Tribunal members attended the Council of Canadian Administrative Tribunal (CCAT)'s 33rd Annual Symposium in Vancouver. The CCAT's Annual Symposium is an important event where members attend challenging and informative workshops, and meet with colleagues from across Canada to learn from each other. It provides a forum for discussing the latest case law and best practices.

### **Beyond Labels 2017 Human Rights Symposium – September 27 - 28, 2017**

The Tribunal members attended the Canadian Human Rights Commission's Beyond Labels 2017 Human Rights Symposium. In this special conference, the Commission celebrated 40 years of human rights progress in Canada, and looked ahead to the challenges and opportunities of the next 40 years.

### **Nunavut Tribunal Meeting and Training September 29 - October 1, 2017**

At one of the two annual face-to-face meetings held by the NHRT, new members were sworn in, and all Tribunal members received training on decision-writing. They reviewed the Brodsky/Day report *Strengthening the Nunavut Human Rights System*. In addition, meetings were held with Deputy Minister of Justice Bill MacKay, and the staff of the Canadian Human Rights Commission.

### **Nunavut Tribunal Meeting and Training – March 1 - 4, 2018**

The final face-to-face meeting was held in Rankin Inlet, where new members were sworn in. Members reviewed and discussed the *Nunavut Human Rights Act*, *Financial Administration Act*, NHRT Rules of Procedure, and Conflict of Interest guidelines. They met with the Honorable Jeannie Ehaloak, Minister of Justice, reviewed the website and Annual Report and discussed plans for updating both. Michelle Flaherty delivered a two-day workshop on conducting hearings, dealing with evidence, making decisions and decision-writing. Members also worked on drafting decisions.



**INDEPENDENT AUDITORS' REPORT**

To the Minister of Justice, Government of Nunavut

We have audited the accompanying statement of operations of the Nunavut Human Rights Tribunal relating to the revenues and expenses connected with operating the Tribunal in accordance with the Human Rights Act of Nunavut for the year ended March 31, 2018, and a summary of significant accounting policies and other explanatory information.

**Management's Responsibility for the Statement of Operations**

Management is responsible for the preparation and fair presentation of this statement of operations in accordance with the basis of accounting disclosed in Note 2 to the statement of operations, and for such internal control as management determines is necessary to enable the preparation of the statement of operations that is free of material misstatement, whether due to fraud or error.

**Auditors' Responsibility**

Our responsibility is to express an opinion on the statement of operations in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the statement of operations is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the statement of operations. The procedures selected depend on the auditors' judgment, including the assessment of the risks of material misstatement of the statement of operations, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the Tribunal's preparation and fair presentation of the statement of operations in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Tribunal's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluation of the overall presentation of the statement of operations.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

## **Opinion**

In our opinion, the statement of operations of the Nunavut Human Rights Tribunal presents fairly, in all material respects the revenues and expenses connected with operating the Tribunal in accordance with the Human Rights Act of Nunavut for the year ended March 31, 2018 in accordance with the basis of accounting disclosed in Note 2 to the statement of operations.

## **Report on Other Legal and Regulatory Requirements**

We further report, in accordance with the Financial Administration Act, in our opinion, proper books of account have been kept by the Nunavut Human Rights Tribunal, the statement of operations is in agreement therewith and the transactions that have come under our notice have, in all significant respects, been within the statutory powers of the Nunavut Human Rights Tribunal.



Iqaluit, Nunavut  
December 7, 2018

Chartered Professional Accountants

**NUNAVUT HUMAN RIGHTS TRIBUNAL  
STATEMENT OF OPERATIONS  
FOR THE YEAR ENDED MARCH 31, 2018**

	Budget 2018 (Unaudited)	Actual 2018	Actual 2017
<b>REVENUE</b>			
Government of Nunavut	\$ 812,000	\$ 710,833	\$ 677,369
<b>EXPENSES</b>			
Advertising and publications	15,000	42,593	69,885
Conferences and catering	0	10,750	3,241
Equipment purchases	0	0	4,158
Fees, memberships, and licences	19,000	22,985	25,227
Freight and courier fees	0	1,449	2,840
Honorarium	0	44,114	25,327
Legal counsel fees	115,000	68,880	47,038
Office	20,000	23,982	31,158
Other	20,000	14,000	1,883
Salaries and benefits	533,000	398,094	411,347
Training	0	0	1,350
Travel, accommodations, and incidentals	90,000	88,986	53,915
	<u>812,000</u>	<u>710,833</u>	<u>677,369</u>
<b>EXCESS EXPENSES</b>	<b><u>\$ 0</u></b>	<b><u>\$ 0</u></b>	<b><u>\$ 0</u></b>

## NUNAVUT HUMAN RIGHTS TRIBUNAL NOTES TO THE STATEMENT OF OPERATIONS FOR THE YEAR ENDED MARCH 31, 2018

### 1. NATURE OF THE ORGANIZATION

The Nunavut Human Rights Tribunal operates under the *Human Rights Act* of Nunavut. The purpose of the Tribunal is to adjudicate over human rights issues arising in Nunavut. The Tribunal is a public agency and is exempt from income tax. The Tribunal's continued existence is dependent upon the continuing support from the Government of Nunavut.

### 2. SIGNIFICANT ACCOUNTING POLICIES

The accounting policies followed by the Tribunal are in accordance with the Financial Administration Manual of the Government of Nunavut and include the following significant accounting policies:

#### (a) Use of Estimates

The preparation of financial statements requires the Tribunal to make estimates and assumptions that affect the reported amounts of revenue and expenses during the year. Actual results could differ from those estimates.

#### (b) Revenue Recognition

Restricted contributions related to general operations are recognized as revenue in the year in which the related expenses are incurred.

Unrestricted contributions are recognized in the year received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

#### (c) Accrual Basis

The statement of operations has been prepared on the accrual basis of accounting.

### 3. GOVERNMENT OF NUNAVUT FUND BALANCE

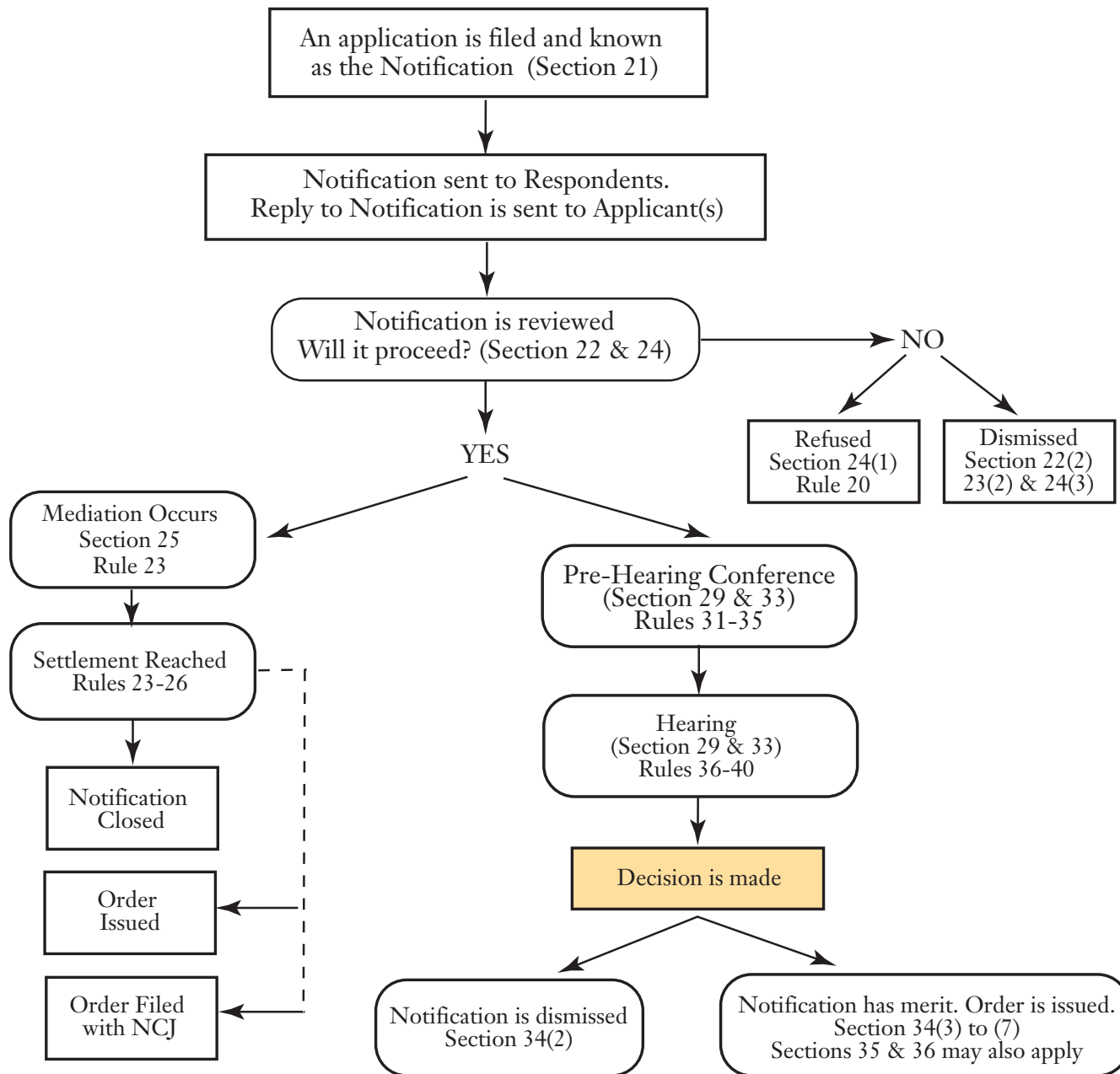
	<u>2018</u>	<u>2017</u>
Opening balance	\$ 2,577,238	\$ 2,568,317
Revenues	(710,833)	(677,369)
Contributions withheld	710,833	677,369
Changes in:		
GST	14,067	12,862
Accounts payable and accrued liabilities	2,820	(3,941)
Closing balance	<u>\$ 2,594,125</u>	<u>\$ 2,577,238</u>

Amounts due to the Government of Nunavut are non-interest bearing, unsecured and have no specific terms of repayment.



# Appendix A: Notification Process

## Nunavut Human Rights Act Notification Process



**Notes:**

- If a settlement is not fulfilled, an order may be issued by the Tribunal (Section 26).
- Any Party to the Notification can appeal to the Nunavut Court of Justice within 30 days after the service of a Decision or Order of the Tribunal (Section 38).
- Special Remedies under Part 6 can be applied.





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