

September 11, 2001

The Honourable Jeffrey E. Lantz  
Attorney General  
Minister Responsible for the  
Prince Edward Island Human Rights Commission  
PO Box 2000  
Charlottetown PE C1A 7N8

Dear Mr. Minister:

**Re: Prince Edward Island Human Rights Commission 18<sup>th</sup> Fiscal Report**

On behalf of the staff and Commissioners of the Prince Edward Island Human Rights Commission, I present the 18<sup>th</sup> Report for fiscal year ending March 31, 2001. This Annual Report includes the activities of the Commission, publications and the audited financial statements for fiscal year 2000-2001.

We submit this report to you for delivery to Her Majesty's Representative, the Lieutenant-Governor of Prince Edward Island.

Sincerely,

George S. Kells  
Chairperson

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## **POWERS AND DUTIES OF THE COMMISSION**

The Preamble to the Human Rights Act states that “*it is recognized that in Prince Edward Island as a fundamental principle that all persons are equal in dignity and human rights*”.

Since the enactment of the Human Rights Act on September 11, 1976, the Prince Edward Island Human Rights Commission has been empowered to:

- administer and enforce the Act
- develop a program of public information and education in the field of human rights to forward the principle that every person is free and equal in dignity and rights.
- advise government on suggestions, recommendations and requests made by private organizations and individuals.
- report as required by the Minister on the business and activities of the Commission.
- consider, investigate or administer any matter or activity referred to the Commission by the Lieutenant Governor in Council or the Minister.

The Human Rights Act is deemed to prevail over all other laws of the Province.

## REMARKS FROM THE CHAIRPERSON

This reporting year has been one of continued growth and change for the Commission, as we approach the milestone of the 25<sup>th</sup> year of our existence. We are still striving to implement the legislative changes that made us a decision-making administrative tribunal in 1998, but we are making an effort this year to recall our humble beginnings a quarter century ago.

In addition to our statutory obligation to protect human rights on Prince Edward Island, we have significant national obligations. Planning is well underway for the CASHRA Conference (Canadian Association of Statutory Human Rights Agencies) hosted by the Prince Edward Island Human Rights Commission in May 2002. The Commission has contracted with a conference planner to assist in the preparations for this major event, which will host 200 delegates on the Island.

Part of my role involves sitting as Prince Edward Island's representative on the Continuing Committee of Officials on Human Rights, a group comprised of representatives from the Provinces and Territories responsible for planning Canada's compliance with United Nations obligations. The Commission must allocate resources to ensure completion of Prince Edward Island's contributions to Canada's reports. We have found this responsibility to be increasingly onerous as our role has changed from advisory to decision-making.

Our small staff will be extremely busy as the Commission fulfills its mandate of educating the public, advising Government, resolving complaints through the new tribunal system, in addition to preparing to commemorate 25 years of human rights on the Island and hosting a major national conference of human rights practitioners in the coming year.

In this 25<sup>th</sup> year, it is important to emphasize the supremacy of the Prince Edward Island Human Rights Act. The Act binds all Islanders, as well as public and private sector employers, and I ask everyone to consider the legislative policy behind the supremacy of the legislation. Our community must be mindful of the need to uphold the importance of protecting essential rights of all people, regardless of age, colour, creed, criminal conviction, ethnic or national origin, family status, marital status, physical or mental disability, political belief, race, religion, sex, sexual orientation, and/or source of income.

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**Major General George S. Kells (Retired)**

## REMARKS FROM THE EXECUTIVE DIRECTOR

The Commission received an increase in the number of complaints over last year. We continue our effort to decrease the time it takes for resolution of each complaint. We have implemented a new complaint intake procedure that we hope will allow for the efficient navigation by complainants and respondents through our administrative process.

This year also marked the Commission's first Panel Hearing decision in *Taylor v. Testori Americas*. The Commission has seen a marked increase in the activity surrounding panel hearings. Already, there are six panel hearings scheduled for the fiscal year 2001-2002, a number that will continue to grow and which promises to keep our part-time commissioners busy as they advance the resolution of human rights complaints through the tribunal process.

The Commission is now able to do more to fulfill its mandate of public information and education in the field of human rights. It is hoped that increased education will result in less resort to the adversarial tribunal process. Increased public awareness has led to an increased request for educational seminars. Early in this fiscal year, the Commission commenced the issuance of press releases, an effort to use generic information to inform the public on the outcome of complaints before the Commission. The Commission's web site is currently up and running and we are updating all public information regularly.

The Prince Edward Island Commission agreed to host the national conference, in May 2002, of the Canadian Association of Statutory Human Rights Agencies (CASHRA). Our staff have been busy preparing for the Conference entitled "Human Rights At Work".

In conclusion, the Prince Edward Island Human Rights Commission continues to strive to fulfill our legislative mandate to protect and promote human rights. I take this opportunity to thank staff for their work and our Commissioners, who ably defend human rights in the Province.

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**Gregory J. Howard**

## COMMISSIONER'S PROFILES

### **GEORGE S. KELLS, CHAIRPERSON**

#### **Stratford**

George Kells was appointed Chairperson of the Prince Edward Island Human Rights Commission on February 12, 1997. Prior to his retirement from the Canadian Armed Forces in 1993, Major General Kells held a number of senior level positions. Those positions included Deputy Chief of Staff, Operations Central Region, Trenton, Ontario; Director General, Conditions of Service, National Defence Headquarters, Ottawa; Chief of Personnel Services, National Defence Headquarters, Ottawa; and Canadian Defence Attache, Washington, DC. Altogether, Mr. Kells has served in four Canadian provinces and five foreign countries.

As Chief of Personnel Services, Mr. Kells had direct experience in personnel services policy including the areas of compensation and benefits, conditions of service, employment of women, and family support. As Director General, Conditions of Service, his duties included monitoring personnel policies, and creating policy and procedures to deal with morale difficulties, equal opportunities, official languages, and sexual harassment.

A native of Fredericton, Prince Edward Island, Mr. Kells attended high school at Prince of Wales College and received his BA. in Commerce from the Royal Military College in Kingston, Ontario. Subsequent to his retirement, he was employed as the Canadian representative of an American consulting firm.

Since joining the Commission, Mr. Kells has attended administrative tribunal training sessions sponsored by the Atlantic Council of Administrative Tribunals. In 1998 he was appointed to the Board of the Council of Canadian Administrative Tribunals and is an active member in the International Association of Official Human Rights Agencies (IAOHRA) and CASHRA.

**LOUISE COMEAU, COMMISSIONER**

**Abram Village**

Louise Comeau was appointed Commissioner on September 1, 1994. Ms. Comeau is the owner of the first 'Economuseum' on Prince Edward Island which includes a quilt manufacturing company called Les Creations Louise Comeau. Ms. Comeau is a member of the Board of Governors for Université de Ste. Anne and is currently the General Manager of the Baie Acadienne Development Corporation and a member of the Selection Committee of the Prince Edward Island Business Hall of Fame.

Ms. Comeau received her nursing education at the Nova Scotia Hospital in Dartmouth. She holds a Bachelor of Arts (French) from Université de St. Anne and a Master's Degree in Psychology from the Université de Moncton.

Since joining the Commission, Ms. Comeau has attended administrative tribunal training sessions in Halifax, sponsored by the Canadian Institute for Administration of Justice.

**RICHARD P. NOONAN, COMMISSIONER**

**Summerside**

Dick Noonan was appointed Commissioner on February 12, 1997. A native of Summerside, Mr. Noonan is no stranger to the Commission, having served as Commissioner from 1985 to 1989. From 1990 to 1993, he served as a member of the Canadian Human Rights Tribunal.

In addition to previous experience at both provincial and national levels, Mr. Noonan has an extensive record of public service and experience in personnel matters. He served as Superintendent and Assistant Superintendent of Education in Regional Administrative Unit 2, Principal of Summerside High School and President of the Prince Edward Island Teachers Federation. Mr. Noonan started his education career of thirty-five years, as a teacher of Social Studies and English. Prior to that he served two years active service and five years reserve in the Royal Canadian Navy.

Mr. Noonan received his Bachelor of Arts (History and English) from St. Dunstan's University, a Bachelor of Education from St. Francis Xavier and a Certificate in Administration from University of New Brunswick. He later attended numerous school administration and professional development programs.

Since joining the Commission, Mr. Noonan has attended administrative tribunal training sessions in Halifax, sponsored by the Canadian Institute for the Administration of Justice.

# Prince Edward Island Human Rights Commission

April 1, 2000 - March 31, 2001

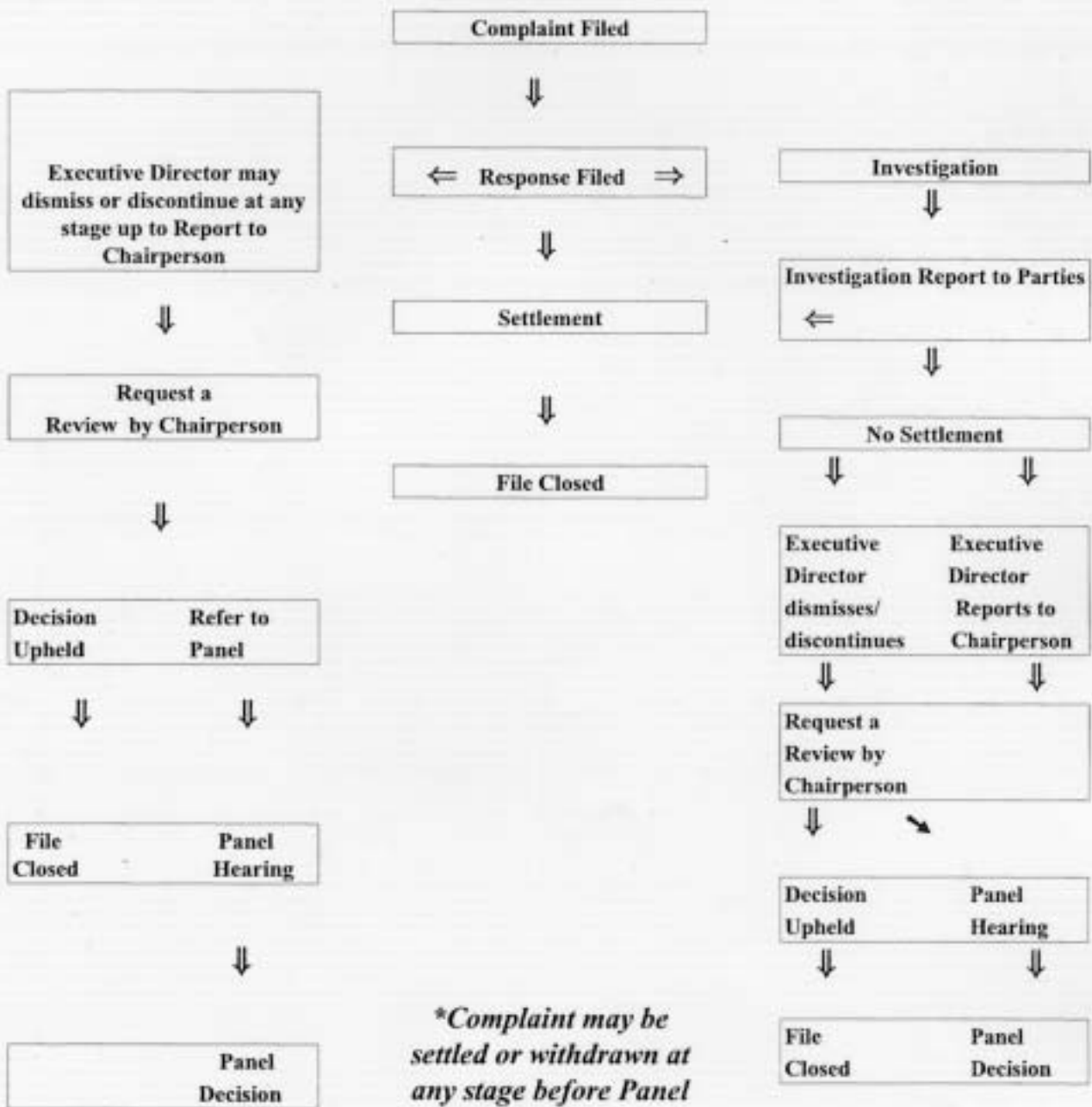
## Total Complaint Statistics

\* counted two complaints as 1 - ethnic, national origin/race/colour

Prohibited Grounds of Discrimination	ACTIVE COMPLAINTS				YEAR'S ACTIVITY							
	Carried-over from 1999-2000		Filed 2000-2001		Total 2000-2001		Settled, Dismiss/continue, Withdrawn, Panel				Carried-over to 2001-2002	
	Employment	Other	Employment	Other	Employment	Other	s	dm/c	w	Panel	Employment	Other
Age	3		1	1	4	1	1	3				1
Association												
Criminal Conviction		1	1	1	1	2			2		1	
Ethnic, National Origin/Race/Colour	5*	1		4	5	5		7	1		1	1
Family Status	2	1	1	1	3	2	1		1		1	2
Marital Status		3		2		5	4		1			
Physical/ Mental Handicap	10	7	10	7	20	14	3	13	3		9	6
Political Belief	10		3		13		3	3	1		6	
Religion/Creed												
Sex			5		5			1			4	
Sex - Harassment	13		4	1	17	1	6	10			2	
Sex - Pregnancy	4		1		5		1		1	1	2	
Sexual Orientation			1	3	1	3	1				1	2
Source of Income				1		1		1				
Sub Totals	47	13	27	21	74	34	20	38	10	1	27	12
Totals	60		48		108		69				39	



## COMPLAINT PROCESS



## EDUCATION REPORT

The Education Officer conducted 40 human rights presentations. The most requested topics again this year were general human rights, sexual harassment and diversity in the workplace and at school. The Commission also presented information at the PEI Teacher's Convention, spoke at a Listen & Learn Session at the PEI Tourism Association's Semi-Annual Convention, spoke at the Women's Equality Conference for the Union of Public Sector Employees, participated as guest speaker at the Council of the Disabled's Annual General Meeting, participated in International Human Rights Day celebrations, and partnered with the PEI Multicultural Council, Canadian Heritage and Canadian Human Rights Commission in recognition of International Day for the Elimination of Racial Discrimination. The Prince Edward Island Commission also participated in and spoke at several community workshops on such topics as Workplace Diversity and Employment Equity, Homophobia, AIDS and Palliative Care, Aboriginal and Disability issues.

We revised our written educational materials. A "Human Rights Information Kit" will be available in 2001-2002. In October, the Commission launched a booklet entitled "Know Your Rights in Prince Edward Island" to target teachers and students in Grades 1 to 6. We participated in a nation-wide education campaign to develop a poster to promote "Human Rights are Everyone's Business", and printed bookmarks and posters in recognition of the winners of last year's contest.

The Commission has a new website ( <http://www.gov.pe.ca/humanrights>) thanks to the efforts of Carol Mayne and Darren Hatfield from the provincial Department of Development and Technology. Darren's knowledge, assistance and cooperation has made the creation of the site a reality. The Commission's website and Human Rights Act will also be translated into French in 2001-2002.

We have taken an active role in the creation of press releases to educate the public regarding human rights on such topics as accessibility in PEI tourism and human rights settlements. The Commission was also active in updating its Resource Library this year with the purchase of several new books and videos. The Education Officer has also been involved in the planning of CASHRA 2002 and the Commission's 25<sup>th</sup> Anniversary celebrations.

The Commission is represented on the Canadian Association of Statutory Human Rights Agencies (CASHRA) National Public Education Network Committee, the provincial government's Diversity Committee and PEACEWORKS.

## LEGAL DECISIONS

*April 5, 2000*

**Ayangma v Eastern School Board** (2000), 187 Nfld. & P.E.I.R.154 (P.E.S.C.C.A.)

Motion judge's order dismissing civil actions based on violations of Human Rights Act upheld. Actions based on Charter reinstated.

*June 19, 2000*

**Ayangma v P.E.I. Human Rights Commission, et al.** (2000), 189 Nfld. & P.E.I.R. 286 (P.E.S.C.C.A.)

Appeal of dismissal of appeal of costs. Dismissed.

*July 12, 2000*

**Ayangma v Government of P.E.I., et al.** (2000), 195 Nfld. & P.E.I.R. 130 (P.E.S.C.T.D.)

Appeal of costs dismissed. Cost of appeal to Respondents.

*September 20, 2000*

**Ayangma v Government of P.E.I.** (2000), 194 Nfld. & P.E.I.R. 254 (P.E.S.C.T.D.)

Refusal to allow a suggested visible minority interviewer on the Race Relations Board interview panel was discriminatory and violated section 15 (1) of the Charter. Committee's preference for candidate with extensive experience in P.E.I. school system discriminated against visible minorities and therefore violated section 15 of the Charter. Plaintiff awarded \$7,500 general damages, plus costs.

*January 5, 2001*

**Ayangma v Wyatt** (2001), 198 Nfld. & P.E.I.R. 126 (P.E.S.C.T.D.)

Plaintiff's statement of claim struck. No cause of action against James Wyatt personally as he was acting within the scope of his employment as Executive Director of the P.E.I. Human Rights Commission. Statement of claim does not support claims of section 7 and 15 Charter violations, nor can an individual be sued in a private capacity for violations of the Charter. No civil cause of action for a breach of a statute, such as the P.E.I. Human Rights Act. Whole statement of claim struck as pleadings disclose no reasonable cause of action.

*January 10, 2001*

**Ayangma v Wyatt**, unreported

Correction to decision of January 5, 2001. Correct hearing dates were January 17 & 18, 2000, not January 8, 2000 as reported.

## SETTLEMENTS

The following are some of the settlements effected by the  
Prince Edward Island Human Rights Commission in 2000-2001

### Employment/Sex (Pregnancy) and Physical or Mental Disability

In July 1999, a Prince Edward Island woman filed a human rights complaint alleging that she was discriminated against in employment on the basis of sex (pregnancy) and physical or mental disability. The Complainant worked as a Customer Service Representative for a local business. She stated that while on a six-month maternity leave she developed post-partum depression approximately three months before her scheduled return to work. The Complainant provided a physician's letter to her employer that stated she required another month off to recover from her illness and recommended a gradual re-entry into the workforce on an ease-back basis. The Complainant's employer notified her that they would no longer cover her medical insurance premiums and she would be responsible to pay the premiums herself in order to maintain her current coverage. The Complainant's employer stated that he needed her back on a full-time basis and by a specific date and if she could not comply there would be no guarantee of employment beyond that point. She was unable to comply with those requirements due to her disability and was dismissed. The employer subsequently hired a permanent replacement. The settlement in November 2000 involved a monetary component, a letter of reference, and the Respondent agreed to participate in a Human Rights Education Seminar for all management and staff.

### Employment/Sex (Pregnancy)

In July 1999, a Prince Edward Island woman filed a human rights complaint alleging that she was discriminated against in the terms and conditions of her employment as a waitress at a local inn and convention centre on the basis of sex (pregnancy). The Complainant was 6 ½ months along in her pregnancy when she alleges that her shifts were all cancelled without notice, another waitress worked her shifts, and despite repeated inquiries, her employer did not provide a satisfactory explanation. The woman felt she was constructively dismissed from her position. A witness indicated that the employer expressed an intent to dismiss her from her employment due to her pregnancy. The employer denied they had any intention of dismissing her and states that her shifts were rescheduled in order to train new waitresses and ensure another employee obtained 40 hours of work. The employer stated that she quit her employment. In reaching a settlement in November 2000, the Complainant received monetary compensation, and the Respondent provided a letter of recommendation.

### **Employment/Age**

In July 2000, a Prince Edward Island woman filed a human rights complaint alleging that she was discriminated against in employment on the basis of age by a local business. The Complainant states that she received a call from a local business about a job opportunity. She states that she went for an interview and was informed she would be working on a government project. The Complainant went back for a second interview and received a call shortly after saying she would be hired. Two days into her employment she was asked by the employer how old she was. She stated her age, which was 31, and he said "There could be a problem". He explained that the position was a youth project for ages 19-30. The Complainant states that she worked that whole day and, at the end of the day, the employer told her he would have to let her go. The Respondent maintained that the Complainant did not meet the guidelines established by the program. The settlement called for monetary compensation and a letter of apology.

### **Services and/of Facilities/Physical or Mental Disability**

In July 2000, a Prince Edward Island man filed a human rights complaint stating that he was discriminated against by a local store in the provision of services and/or facilities on the basis of physical disability. The Complainant uses an electric wheelchair. He stated that the store was not accessible because the doorstep was too high to navigate with his chair. He also stated that the sidewalk in front of the store had a ramp, but the store did not. The Complainant stated that two years ago he had brought this to the attention of the store owner and, to date, there had been no attempts at accommodation. In reaching a settlement in December 2000, the Respondent constructed a ramp and the Complainant was fully satisfied that the Respondent had appropriately addressed his complaint.

### **Employment/Sex (Harassment)**

In November 1999, a Prince Edward Island woman filed a human rights complaint alleging that she was discriminated against in employment on the basis of sex (harassment) by her former employer. The Complainant was a waitress/bartender at a local bar for approximately six months. She alleges that she was sexually harassed by her employer which led to a change in her working conditions and ultimately her dismissal from employment. The Respondent admits that her employer and the Complainant did engage in consensual sexual intercourse, but denied that her working conditions at the bar were affected by this sexual relationship, or that her dismissal from employment was related to the incident. The Respondent maintained that she was dismissed due to poor job performance. In reaching a settlement in March 2001, the Complainant received monetary compensation.

### **Accommodations/Sexual Orientation**

In August 2000, a couple from Montreal, Quebec made a phone call to reserve a room for two at a local bed and breakfast. They were given directions to the bed and breakfast and arrived approximately 45 minutes later. The owner met them outside before they entered her home and said there was a problem. She did not have a room that had twin beds, she only had rooms with double beds and that they would have to rent two rooms instead of one. They immediately informed the owner that the double bed would be fine. The owner answered by saying "It's two rooms or I can't rent to you". The Respondent claims she meant no ill will by her actions, and maintained that she was applying a policy established in accordance with her cultural norms that two unrelated adults of the same sex do not sleep in the same bed. In reaching a settlement in March 2001, the Complainants received monetary compensation, and the Respondent agreed to cease operating a bed and breakfast or other tourist accommodation offered to the public.

### **Services/Marital Status**

Between 1994 and 1998 the Prince Edward Island Human Rights Commission received three complaints filed against the Government of Prince Edward Island alleging discrimination in the provision of services on the basis of marital status. A Government of Prince Edward Island policy provided an exemption to the payment of tax on sales of private automobile transfers between family members. Married couples qualified for the tax exemption, but common-law couples did not. The policy was enforced by the Provincial Tax Commissioner and applied by the Registrar of Motor Vehicles. The Highway Safety Division informed the Complainants that they were required to pay taxes on the transfer of ownership or joint ownership of a vehicle from one common-law spouse to the other. The Complainants would not have had to pay the taxes if they were married to their common-law spouse. A Human Rights Panel Hearing was scheduled for June 28, 2000. Shortly before the hearing, the Government of Prince Edward Island advised the Commission that to settle the complaints it was prepared to discontinue its discriminatory practice. The Respondent has agreed to modify the policy of the Provincial Tax Commissioner which is applied by the Registrar of Motor Vehicles. The Government of Prince Edward Island will now extend to common-law couples, who identify as such, an exemption from sales tax for transfers. This exemption shall be offered as long as it is made available to married couples. The Government of Prince Edward Island agreed to refund to the Complainants the amount of sales tax, with interest, that they paid in respect to the transfers.

*For statistical purposes, the Commission settled four complaints alleging discrimination in employment on the basis of political belief, (2) sex (harassment), and discrimination in services based on marital status. The PEI Human Rights Commission was party to the complaints and the confidentiality clauses clearly states "there shall be no disclosure of the details" of the memorandum of settlements. Also, there were seven complaints settled alleging discrimination in employment on the basis of political belief (2), (2) sex (harassment), family status/criminal conviction, and physical or mental disability/sexual orientation.*

## PUBLICATIONS

The following is a list of publications that are available to the public free of charge from:

- Prince Edward Island Human Rights Commission
  - Community Legal Information Association of Prince Edward Island, Inc. (CLIA)  
Sullivan Building, Fitzroy Entrance, PO Box 1207, Charlottetown PE C1A 7M8  
902-892-0853. Toll-free: 1-800-240-9798
- 
- ~ PEI Human Rights Commission Information Kit (available in 2001-2002, available now on line)
  - ~ Guidelines: Pre and Post Employment Inquiries
  - ~ Know Your Rights in Prince Edward Island for Grades 1-6
  - ~ Complainant's Guide
  - ~ Respondent's Guide
  - ~ Policies
  - ~ Guidelines for Advertisers
  - ~ Canadian Prohibited Grounds of Discrimination: Employment and Provision of Goods, Services, Facilities and Accommodation
  - ~ Bookmarks and Posters

## **PRINCE EDWARD ISLAND HUMAN RIGHTS COMMISSION**

### **OFFICE LOCATION**

98 Water Street  
PO Box 2000  
Charlottetown PE C1A 7N8

(902) 368-4180  
(902) 368-4236 (fax)  
1-800-237-5031 (PEI toll free)

<http://www.gov.pe.ca/humanrights>

### **COMMISSIONERS**

George S. Kells  
Chairperson

Richard Noonan  
Commissioner

Louise Comeau  
Commissioner

### **STAFF**

Gregory J. Howard  
Executive Director  
[howard@isn.net](mailto:howard@isn.net)

B. Lorraine Buell  
Administrative/Intake Officer  
[lbuell@isn.net](mailto:lbuell@isn.net)

Janet Christian-Campbell  
Compliance Officer  
[janetc@isn.net](mailto:janetc@isn.net)

Patricia M. Butler  
Education Officer  
[pbutler@isn.net](mailto:pbutler@isn.net)



**AUDITOR GENERAL**

CHARLOTTETOWN

PRINCE EDWARD ISLAND

PRINCE EDWARD ISLAND

HUMAN RIGHTS COMMISSION

FINANCIAL STATEMENTS

MARCH 31, 2001

# AUDITOR GENERAL

CHARLOTTETOWN  
PRINCE EDWARD ISLAND

## AUDITOR'S REPORT

To the Commissioners of the  
Prince Edward Island Human Rights Commission

I have audited the balance sheet of the Prince Edward Island Human Rights Commission as at March 31, 2001 and the statements of revenue, expenditure, and equity and cash flows for the year then ended. These financial statements are the responsibility of the Commission's management. My responsibility is to express an opinion on these financial statements based on my audit.

I conducted my audit in accordance with Canadian generally accepted auditing standards. Those standards require that I plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

In my opinion, these financial statements present fairly, in all material respects, the financial position of the Commission as at March 31, 2001 and the results of its operations and its cash flows for the year then ended in accordance with Canadian generally accepted accounting principles.



J. Wayne Murphy, FCA  
Auditor General

Charlottetown, Prince Edward Island  
April 20, 2001

## PRINCE EDWARD ISLAND HUMAN RIGHTS COMMISSION

## BALANCE SHEET

AS AT MARCH 31, 2001

	<u>2001</u>	<u>2000</u>
<b>ASSETS</b>		
Cash	\$ 3,640	\$1,565
Accounts receivable	1,623	-
Prepays	<u>10,596</u>	<u>4,649</u>
	<u>\$15,859</u>	<u>\$6,214</u>
<b>LIABILITIES AND EQUITY</b>		
Accounts payable	\$ 2,586	\$5,084
Surplus (Deficit) - Statement 2	<u>13,273</u>	<u>1,130</u>
	<u>\$15,859</u>	<u>\$6,214</u>

(The accompanying notes are an integral part of these financial statements.)

SIGNED ON BEHALF OF THE COMMISSION:

COMMISSIONER: COMMISSIONER: 

PRINCE EDWARD ISLAND HUMAN RIGHTS COMMISSION  
 STATEMENT OF REVENUE, EXPENDITURE, AND EQUITY  
 FOR THE YEAR ENDED MARCH 31, 2001

	<u>2001</u>	<u>2000</u>
Revenue		
Province of P.E.I. - Grant	\$306,200	\$289,200
Miscellaneous	500	-
	<u>306,700</u>	<u>289,200</u>
Expenditure		
Bank charges	36	-
Cleaning	2,874	2,974
Commissioners' honoraria and expenses	15,857	17,700
Furniture and equipment	5,780	6,055
Memberships and conferences	10,152	8,568
Miscellaneous	3,024	1,774
Office materials and supplies	11,033	2,850
Photocopying	10,040	4,808
Rent	17,500	17,500
Salaries and benefits	202,277	216,105
Snow removal	1,645	570
Staff travel	9,077	3,075
Telephone	5,262	6,088
	<u>294,557</u>	<u>288,067</u>
Net income for the year	12,143	1,133
Surplus (Deficit) at beginning of year	1,130	(3)
Surplus (Deficit) at end of year	<u>\$ 13,273</u>	<u>\$ 1,130</u>

(The accompanying notes are an integral part of these financial statements.)

PRINCE EDWARD ISLAND HUMAN RIGHTS COMMISSION  
 STATEMENT OF CASH FLOWS  
 FOR THE YEAR ENDED MARCH 31, 2001

	<u>2001</u>	<u>2000</u>
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>		
Cash received from Province of PEI for operations	\$306,200	\$289,200
Cash received from other sources for operations	500	-
Cash paid for salaries and benefits	(202,277)	(216,675)
Cash paid for materials and services	<u>(102,348)</u>	<u>(73,210)</u>
Net Increase (Decrease) in cash	2,075	(685)
Cash, beginning of year	<u>1,565</u>	<u>2,250</u>
Cash, end of year	<u>\$ 3,640</u>	<u>\$ 1,565</u>

(The accompanying notes are an integral part of these financial statements)

PRINCE EDWARD ISLAND HUMAN RIGHTS COMMISSION

NOTES TO FINANCIAL STATEMENTS

MARCH 31, 2001

1. Purpose of the Organization

The P.E.I. Human Rights Commission is a corporate body which is responsible for administering and enforcing the provincial Human Rights Act. The Commission provides education and public information in the field of human rights. The Commission also inquires into and endeavours to effect a settlement of any complaint of a violation of the Human Rights Act filed with the Commission as prescribed by the Act.

2. Significant Accounting Policies

A) Basis of presentation

These statements were prepared in accordance with Canadian generally accepted accounting principles for non-profit organizations, with office equipment, furniture and computer software expensed in the year purchased.

B) Certain 2000 financial statements figures have been retated to conform with the current year's presentation

3. Funds Disbursed In Trust

During the year the Province of Prince Edward Island paid out \$30,956 (2000 - \$29,470) to settle political belief complaints. The entire amount was disbursed through the P.E.I. Human Rights Commission to individual complainants or to legal counsel acting on the complainants' behalf.

4. Provincial Appropriations

Legal fees for the year ended March 31, 2001 totalling \$3,266 (2000 - \$3,018) were paid on the Commission's behalf by the Province of Prince Edward Island through the Office of the Attorney General. These fees are not included in Statement 2.

5. Lease Commitment

The Commission entered into a five-year operating lease for its office premises, covering the period from April 1, 1999 to March 31, 2004. The lease payments are set at \$17,500 per annum for each of the five years.