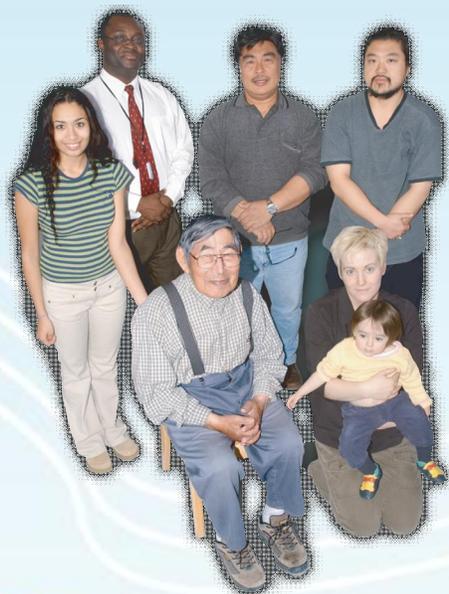


***Nunavut
Human Rights
Tribunal***

***Annual Report
As of March 31st, 2006***



Nunavut Human Rights Tribunal

PO Box 15

Coral Harbour, NU X0C 0C0

Letter of Transmittal

August 31, 2006

The Honourable Paul Okalik
Minister of Justice
Legislative Assembly
PO Box 1200
Iqaluit, NU X0C 0C0

Sir

It is with great pleasure that I present you, the Minister responsible for the Administration of the *Nunavut Human Rights Act*, the first annual report of the Nunavut Human Rights Tribunal for the fiscal year ending March 31st, 2006.

Respectfully submitted by

Gela Oolayou-Pitsiulak
Chair



Table of Contents

<i>Message from Chair</i>	<i>1</i>
<i>What is the Nunavut Human Rights Act?</i>	<i>3</i>
<i>What does it mean to discriminate?.....</i>	<i>3</i>
<i>What is a Tribunal?.....</i>	<i>3</i>
<i>What do I do if I think my human rights have been violated?</i>	<i>4</i>
<i>How do I file an alleged act of discrimination?</i>	<i>4</i>
<i>What is a “Human Rights Officer”?</i>	<i>5</i>
<i>What happens after I file my Notification?</i>	<i>5</i>
<i>How many enquiries and notifications has the Tribunal received?</i>	<i>5</i>
<i>What do the numbers mean?</i>	<i>6</i>
<i>Building Capacity</i>	<i>6</i>
<i>Looking Forward</i>	<i>6</i>
<i>Financial Information</i>	<i>7</i>
<i>Appendix</i>	
<i>Notification Process</i>	<i>8</i>
<i>NHRT Organizational Chart</i>	<i>9</i>
<i>NHRT Staff</i>	<i>10</i>
<i>Contact Information</i>	<i>10</i>

Message from the Chair

The Nunavut Human Rights Act came into force on November 4th 2004. The Act established the Tribunal as a direct access human rights tribunal. What follows is a report of our activities for the period of November 4th, 2004 to March 31, 2006.

Many challenges faced the first ever Nunavut Human Rights Tribunal. A chronology of events outlines what has occurred in this first reporting period:

November 04th, 2004-Minister announces the appointment of Tribunal members.

November- Tribunal is staffed with an Executive Director. Legal Counsel is contracted. Work begins on developing forms, practices and procedures.

December-Tribunal and staff meet for the first time at a 3 day face-to-face orientation meeting in Iqaluit.

January 05- The first two notifications are received.

February- Chair and Executive Director participate in the Akitsiraq Law School Human Rights course.

March-Tribunal Members complete the first of 3 modules in Mediation. Members conduct an Elders consultation in Igloolik. Draft *Rules of Practice and Procedure* is completed.

April- Members observe a Human Rights Hearing at the BC Human Rights Tribunal in Vancouver. Members meet their counterparts from the BC Human Rights Tribunal. Further training is provided in Human Rights Law and procedures.

May- Plans for the Coral Harbour office renovations are finalized.

June-Members begin their first Part 4 Review of notifications.

August- The first Part 4 Review Decision is issued.

September-Office is moved to a temporary location in Coral Harbour.

October-Tribunal prepares for its first Mediation. Training is conducted via teleconference with Mediator.

November-The Coral Harbour office is ready for occupancy. Computer and communication systems are set-up. Executive Director moves in.

December- First mediation is successfully concluded with a settlement agreement in place.

January 06- Resignation of Tribunal member is tendered.

February- Interviews are conducted to hire 2 human rights officers.

March- Our 3rd Part 4 Review Decision is issued. Plans are made to move forward on our grand opening. Our first human rights officers join the team.

As I reflect upon our first 17 months of operation, four milestones emerge. The first was acquiring the confidence to review notifications through training and mentoring. The second milestone was receiving affirmation from the Igloolik Elders that we are going in the right direction. The third

milestone was the issuance of our first Part 4 Review Decision. Lastly, and the most significant was successfully completing our first mediation.

At times we felt overwhelmed by the great responsibility that was placed upon us with our appointment. We had to balance demands of our full-time work with that of the Tribunal. One member resigned in early 2006 due to the fact that he could no longer balance the demands of his job and that of the Tribunal. His resignation further challenged the Tribunal to adequately maintain service. Team work, open communication, commitment to learning, and dedication to the purpose of the legislation got us through.

There is much to do.

Nunavut, its people, private and public institutions and agencies, need to consider a means to ensure that everyone is aware of their rights and responsibilities. Resources need to be identified to support the advocacy of human rights in Nunavut. In addition consideration must be given to promotion of human rights education and access to legal advice for all people of Nunavut. Long outstanding issues such as relocation of families have been brought to the attention of the Tribunal need to be dealt as these very dated issues are well outside the jurisdiction of the Tribunal. Partnerships between/among Qullit Nunavut Status of Women, Language Commission, Unions, Nunavut Tunnagvit Incorporated should be formed or strengthened respecting human rights education and awareness.

As Justice Berger so emphatically illustrated in his Report, education is the key to our survival and access to that culturally appropriate education, remains an important human rights issue.

During the last 17 months I have had the pleasure of attending the national conferences of the Canadian Association of Statutory Human Rights Agencies (CASHRA) and the Canadian Council of Administrative Tribunals (CCAT). Exposure to national and international issues and forums certainly has assisted me in realizing that the NHRT is part of large human rights network.

It is hard to believe that in 2006, women may be still denied work because they are pregnant¹. The NHR Act prohibits this type of discrimination in addition to 16 other grounds: age, ancestry, citizenship, colour, creed, disability, ethnic origin, family status, lawful source of income, marital status, pardoned conviction, place of origin, race, religion, sex, and sexual orientation. Our enquiries and the alleged grounds of prohibited discrimination primarily occurred while people of Nunavut were seeking work or working.

¹ See Table 1

In the year that lies ahead of us we have set the following goals:

- To decrease the amount of time that we take to make a Part 4 Review.
- To work cooperatively with the Nunavut Legal Services Board to develop a human rights education campaign and a program to assist individuals who require legal advice on human rights issues; and
- To launch our website.
- To continue our professional development in the areas of human rights law, mediation, decision writing and conducting hearings.

Many times our staff have reminded me that on November 4th, 2004, we started with a copy of the Act, tentative plans for an office in the decentralized community of Coral Harbour, a toll-free 1-800 number, and one staff member. I am proud of what we have accomplished thus far.

I remain

Gela Pitsiulak
Chair

Gela Oolayou-Pitsiulak, Chair is currently working as an executive assistant for the Office of the Chair of International Inuit Circumpolar Conference; she was working for Pauktuutit, which is a National Inuit Women's Association prior to being hired to ICC. She has worked and operated as an Interpreter/Translator for various organizations and governments such as, Land Claims Organization - Nunavut Tunngavik Incorporated, Legislation Division for Nunavut Government, Territorial Courts and Nunatsiaq News. Her political involvement and experience includes holding office as a Constituency for the South Baffin MLA, Deputy Mayor of Hamlet Council and as a Chair and a member for Health Committee in Kimmirut. She has also served as a President and as a member of the Baffin Region Chamber of Commerce. Her work experience includes working as a



Community Justice Committee coordinator, receiving referrals from Territorial Courts, RCMP and other local organizations, dealing with offenders and offering restorative justice process with the elders. She has taken training in an international healing school in Orangeville near Toronto learning to deal with root issues of life and bring inner healing. She has assisted in facilitating healing retreats in a team setting in Nunavut and Nunavik communities. She is originally from Kimmirut.

“The roots of Human Rights in Canada began approximately 11,000 years ago with the First Nations People. It is evident in our respective languages which is saturated with terms of equality, respect and balance.”

*Senator Sandra Lovelace Nicholas,
CASHRA Conference 2007*

What is the Nunavut Human Rights Act?

It is an act that was passed into law by the Legislative Assembly to provide all people of Nunavut with the guarantee that they shall have an equal opportunity to enjoy a full and productive life. It places responsibility on Government, all public agencies, boards and commissions and persons in Nunavut to fulfill this guarantee. Failure to provide equal opportunity is subject to the provisions set forth in the Act.

Application of the Act is to be done within the IQ framework. *The Act* does not add or take away protections provided for in the Nunavut Land Claims Agreement.

The Act makes it against the law for any person(s), agency, business or government to unlawfully discriminate against any person in Nunavut.

What does it mean to Discriminate?

To unlawfully discriminate is to deny benefits or impose burdens, obligations or disadvantages on persons or groups of people who have any one of the characteristics mentioned in s. 7(1) of the Act. The Act does not allow discrimination in the provision of services, good or facilities or in the hiring of people or in the employment.

Here are two examples:

- A young woman is not hired for the job because she is pregnant (discrimination on the basis of sex and gender)
- A hotel refuses to provide a room to a single mother with two children. (discrimination on the basis of family status)

The Act does not allow discrimination in certain areas such as:

- While people are looking for work or at work;
- Obtaining or maintaining a membership in an employee's organization;
- accessing goods, services, facilities or contracts that are available to the general public;
- renting or attempting to rent any residential or commercial building; and
- Lastly, publishing or displaying information or written material.

There are many grounds or personal characteristics that are prohibited under the Act. The 17 grounds are grouped as follows:

- Race, colour, ancestry, ethnic origin, citizenship and place of origin are 5 grounds closely related to the person's cultural identity.
- Religion and creed
- Age
- Disability- real or perceived
- Sex, and Sexual orientation

- Marital and family status
- Pregnancy and includes adoption of a child by a man or woman
- Lawful source of income; and
- A conviction for which a pardon has been granted.

It is unlawful to harass anyone based on any one of the prohibited grounds. Harassment is "unwelcome" conduct.

The Act established a Tribunal to administer and make decisions under *The Act*. Five individuals were appointed upon establishment: Gela Pitsuilak and Sue Cooper, both of Iqaluit were appointed for 2 years. Louise Haulli, of Igloolik, Aime Ahegona, of Kugluktuk and Robert Tookoome of Baker Lake were appointed for 4-year terms.



Susan Cooper, Vice-Chair is a practicing lawyer with Chandler & Cooper in Iqaluit. She graduated from the University of Alberta Law School in 1987. She was admitted to the Law Society of Nunavut in 1999 and currently maintains an active membership with the Law Society of Nunavut and is the Director of the Canadian Civil Liberties Association. Susan practices mainly in the areas of criminal law, civil litigation and parliamentary law.

What is a Tribunal?

The word "*Tribunal*" is borrowed from a Latin word, *tribunus*, meaning "magistrate" or "head of a tribe". Tribunals in Canada are *persons or groups of persons* created by legislation to administer laws that are within the authority of the legislative body of a "Government".

Aime Ahegona resides in Kugluktuk operating Aime's Arctic Tours. He has worked in a number of companies that include the DEW line worksites, the Hudson Bay Company, and the Echo Bay Mine. Aime has been committed to Community Justice Services and has also participated with the Culture, Language, Elders and Youth department, Task Force for the Elders Group.



A Tribunal is established according to the legislation and obtains its authority and "power to act" from that legislation.

The Nunavut Human Rights Tribunal's authority and power to act is set forth in the Nunavut Human Rights Act.

Tribunals are different from "Boards" and "Agencies" established by legislation because of their "adjudicative" role. To adjudicate is to "judge" or "decide". Having an adjudicative role also means that decisions must be made in a certain way, i.e. by following certain legal rules and principles including the Principles of Fundamental Justice.

Louise Hauilli resides in Igloolik, as a Community Wellness Coordinator with the Hamlet of Igloolik. As an active community member, she has helped organized workshops for community wellness programs, traditional knowledge workshop concerning parenting and family communication skills, and would like to strengthen Inuit knowledge in traditional customary laws. Louise volunteers her time by visiting elders at their homes doing household chores.



Because human rights are part of the "supreme law of Canada", legislation that protects and enforces human rights in provinces and territories is referred to as "quasi-constitutional" law. "Quasi" simply means "as if it were" constitutional law.

The effect of human rights law being "quasi-constitutional" is that it is treated as extremely important law, law that is remedial in nature (law that is intended to correct wrongs rather



Robert Tookoome is originally from Baker Lake and is currently residing in Iqaluit as a Business Services Officer with Kakivak Association. He studied at the Nunavut Arctic College in Rankin Inlet in Small Business Management and a Native Studies Program at Trent University. Robert's interests include Economic Development, Native Studies and Management.

than punish) and law that will be interpreted liberally so as to achieve its purposes, e.g. the purpose(s) set out in the Preamble to the Human Rights Act.

The Nunavut Human Rights Tribunal is a direct access model unlike its counterparts in other territories and provinces which have commissions. The only other direct access Tribunal is in BC. The direct access model means that the Tribunal makes all the decisions on matters before it. Staff are to provide in-

formation to the public on procedures and assist Applicants in completing Notifications. "Notifications" are documents completed by Applicants which state proceedings before the Tribunal.

The Tribunal is the decision maker at all stages of proceedings defined under *The Act*. Tribunal members are independent of their appointers (the Government of Nunavut) and impartial (without favor to anyone) in all proceedings before the Tribunal.

What do I do if I think my human rights have been violated?

An individual should contact the NHRT Office, located in Coral Harbour to request information and an application.

If you can answer **YES** to all of the following questions, you should consider filing a complaint:

- Did the events occur within the last 2 years? (exceptions can be made)
- Did they occur within Nunavut?
- Did they occur while seeking a service other than from a bank, airline, RCMP, a Federal government department such as Human Resources Canada, Dept of Indian & Northern Affairs?
- Was the denial of a benefit or creation of a burden, obligation or disadvantage related to one or more than one of the 17 grounds listed above?

An individual should consider getting legal advice and representation from their lawyer or the Nunavut Legal Services Board.

How do I file an Alleged Act of Discrimination?

A Notification form will need to be completed. Forms are available upon request from the Tribunal Office. A Notification is a form or application that must be completed by the person- the **Applicant** who says her or she has been discriminated against. The form can be completed orally or in writing. It can be mailed, faxed, or email to the office in any of 4 official languages to the attention of the Tribunal Executive Director. Some questions found in a Notification are

- Who did it?
- What happened?
- Is it still occurring?
- Who else knows about it or saw it?
- How were you affected?
- What would make it right?

The Notification can also be filed orally. In addition the Notification can be filed on behalf of an Applicant with her or his informed consent. Any documentation that will support the application may be attached to the Notification. Again: when

ever possible, we suggest that you seek the services of lawyer. You may also have other persons in your family or community to assist you in communicating with our office.

The individual or organization that is named in the Notification allegedly committing the act of discrimination is known as the **Respondent**. All people and/or organization listed in both the Notification and Reply are known as the **Parties**.

What is a “Human Rights Officer”?

The first person that you speak to in NHRT Office will likely be a Human Rights Officer. Human Rights Officers are there to help you understand the practices and procedures set out in the Act, how to file Notifications and to make referrals to other agencies if necessary. They will also look after any special needs that Applicant’s may have, e.g. interpreter services. Anything that is said to a Human Rights Officer or the Director is confidential.

What happens after I file my Notification?

The Tribunal Executive Director will review the Notification to ensure that all or enough information has been provided such as

- contact information for the applicant and respondent has been provided.
- the document is signed
- all details of the incident are provided from beginning to end; and
- when necessary or requested have documentation translated into the language of the parties’ choice

A copy of the Notification is sent to the person(s) or agency listed as the Respondent in the Notification. The respondent has the right to reply to a Notification. The respondent should complete a Reply to Notification form and return it to the Tribunal Office. The Respondent has 30 days to reply. Upon receiving the Reply a copy is forwarded to Applicant.

The Notification and Reply are reviewed by the Tribunal- **Part 4 Review**- to decide whether to continue with proceedings or dismiss the Notification using the criteria set out in section 23 and 24 of the Act:

- the events occurred within the last 2 years;
- a notification filed on behalf of some other person(s);
- whether the complaint should be dealt with under other legislation;
- whether the complaint is very minor, not understandable, silly or made for improper reasons;
- whether complaint is under one of the prohibited grounds;
- whether there is enough evidence of discrimination and no irrefutable defense; and
- whether the applicant was offered a reasonable settlement.

The Tribunal will provide a written decision of the Part 4 Re-

view to both the Applicant and Respondent. The decision will either be to continue with proceedings or to dismiss the Notification.

The Tribunal may then try to settle the Notification using Tribunal members, independent mediators, community elders or other organizations. The Applicant and Respondent are encouraged to enter into mediation to settle the matter. If the matter is settled and a settlement agreement is made, the Notification is finished. However, if either party fails to keep the promises listed in the settlement agreement, it may be filed with the Nunavut Court of Justice and enforced through that Court.

If no settlement is reached, the Tribunal will hold a formal, public hearing at which both the Applicant and Respondent may give evidence under oath and call witnesses.

A Tribunal member who has had no contact with the Applicant or Respondent during any of the proceeding process will be assigned to hear the Notification. The hearing process involves the hearing of evidence by affidavit and in-person (under oath) through witness, much like what is done in a court of law. The parties may have legal counsel.

After hearing evidence and the arguments of the Applicant and Respondent, the Tribunal will decide whether the Applicant has been discriminated against, if so, what should be done to correct the situation.

A written decision is made documenting the evidence that was heard and how the law was applied.

A final decision may include an Order for a party to compensate the other party, to stop the prohibited conduct, to undertake a system wide program, to apologize or take any other corrective action the Tribunal feels is just. Orders of the Tribunal are enforceable in the Nunavut Court of Justice.

How many enquiries and notifications has the Tribunal received?

The Tribunal tracks both enquiries and notifications that come to the attention of the Staff. Since the office opened on November 4th, 2004 to March 31st, 2006 there were 110 enquiries and 17 notifications filed. Table 1 and 2 provides details of the grounds and activity regarding each inquiry and notification.

“I think this action should serve as a clear signal to all that Nunavut is a safe, welcoming, hospitable and open environment where all people are shown respect, where it is acknowledged that human beings are equal and valued.”

*Jack Anawak, MLA
Hanash, Nunavut Legislative Assembly
November 2003*

As of March 31st, 2006 the 17 notifications were at the following stages of the process:

- 2 Awaiting Replies to Notifications
- 8 Part 4 Review Decision completed
- 3 Mediation to commence
- 1 Settlement in place and deemed closed
- 2 Incomplete and deemed inactive as no activity had occurred for 3 months or more
- 1 Withdrawn

What do the numbers mean?

Approximately 3 out of 10 enquiries received related to activities and grounds not covered under the Nunavut Human Rights Act.

Some examples of such enquiries were alleged wrongful dismissal and employer-employee relations issues. Still other examples related to the activity of Federal agencies such as Human Resources Canada, RCMP and , Federal incarceration institutions.

Sixty-nine percent of inquires occurred while people were seeking work or working. This could imply that individuals and employers need more information and resources regarding human rights and the rights of an employee. Many individuals have indicated that they were advised or referred by the Labour Standards Office to contact the Tribunal. The Tribunal will include in its next report details on how individuals became aware of the Nunavut Human Rights Tribunal.

Table 1: Enquiries for Reporting Period
Total Enquiries=110

	Grounds [#]		Activity						
	Total	% of Total	Work	Organization	Services	Tenancy	Publications	Not Covered	Not Given
Age	3	2%	3						
Ancestry	5	4%	5						
Citizenship	1	1%			1				
Colour	4	3%	4						
Creed	2	1%	2						
Disability	20	14%	19		1				
Ethnic Origin	20	14%	15			2	1		
Family Status	2	1%	2						
Lawful source of income	3	2%	2						1
Pardoned conviction	1	1%	1						
Place of Origin	4	3%	3		1				
Pregnancy	3	2%	3						
Race	8	6%	8						
Religion	3	2%	3						
Sex	7	5%	7						
Harassment	3	2%	2		1				
Not Given	10	7%	2						8
Not Covered	41	29%	16	1	6	2		16	
Total [#]	140	100%	97	1	12	4	1	16	9
% of Total			69%	1%	9%	3%	1%	11%	6%

Table 2: Notifications Filed During Reporting Period

Total Notifications=17

	Grounds [#]		Activity				
	Total	% of Total	Work	Membership	Services	Tenancy	Publications
Age	1	2%	1				
Ancestry	5	11%	4		1		
Citizenship	1	2%			1		
Colour	4	9%	4				
Creed	2	4%	2				
Disability	6	13%	5		1		
Ethnic Origin	5	11%	4		1		
Family Status	2	4%	1		1		
Lawful source of Income	2	4%	1		1		
Place of Origin	4	9%	3		1		
Race	8	18%	7		1		
Religion	1	2%	1				
Sex	4	9%	4				
Total	45	100%	37	0	8	0	0
% of Total			82%		18%		

[#] A Notification can list one or more grounds.

Building Capacity

The Tribunal has participated in several professional development activities to increase its capacity to address competency needed to fulfill its mandate under the Nunavut Human Rights Act. The activities were Orientation to Human Rights Law, Akitsiraq Law School-Human Rights Law, Introduction to Human Rights Law-Carleton University, Introduction to Human Rights Mediation and Level II Human Rights Mediation

Additional professional development is planned for 06-07 that will include Level III Human Rights Mediation, Conducting Hearing, and Decision Writing. The staff of the NHRT Office have also had the benefit of training in human rights law and procedure.

In March of 2005, the Tribunal sought the expertise of Elders to ensure that it would comply with the IQ requirement set forth in s. 2 of the Act. Members traveled to Igloolik to consult with Elders regarding traditional conflict resolution. Elders provided input on model to deal with conflict resolution and dealing with the general public's enquiries. Much was gained from this consultation. As a result a result the Tribunal has invested in training its members and staff in mediation training. Members have been about to apply traditional methods to the mediation process.

Additional consultations are planned for the Kivalliq and Kitikmeot regions in order to define an IQ model that reflects all peoples of Nunavut. Lastly, the Tribunal will submit its findings to the IQ Katimayit for their input and endorsement.

Looking Forward

In our first 17 months of operation a number of issues have challenged our committed to the spirit and intent of the Nunavut Human Rights Act. Several of the issues have been brought to the attention of the Minister responsible for the Tribunal, and will be brought forward to Cabinet for their consideration.

The most pressing issue is the Tribunal's capacity to fulfill its mandate as set forth in the Act. The Tribunal has experienced difficulty completing Part 4 Review decisions on a timely basis. The majority of the members have professional commitments or full-time jobs in the full jobs which often require travel yielding little time to dedicate to file review and decision making. During the 05-06 fiscal, a member resigned due in part to the pressure of balancing employment responsibilities with Tribunal work. The resignation resulted in a decrease in the amount of resources that were available to deal with existing files.

A request will be made to Cabinet to increase the membership of the Tribunal by 2 members. It is hoped that such an increase will allow the Tribunal to conduct proceedings and

make decisions in a timely way.

A second issue is one of access to legal counsel for both applicants and respondents. Many people of Nunavut do not have the financial means to engage a lawyer for advice on a human rights matter little alone for representation in mediation, settlement, or hearings.

The last issue is one of adequate funding for operation of the Tribunal to conduct its business as mandated by *The Act*. The budget that was allocated for the establishment of the Tribunal did not cover costs to conduct mediations or hearings. If a party required services in American or Inuktitut Sign Language, Tribunal does not have the budget to access video conferencing resources or the funding to hire an interpreter. Any increase in the number of Notifications being presented to the Tribunal would restrict the compensation paid to Members.

The Tribunal is committed to making its mandate known across Nunavut. It is our intention to conduct a Territorial wide communications campaign in the 06-07 fiscal. The Tribunal Office will completely functional early in the early fiscal with a staff at full strength. The office will be 100% compliant with Nunavut Land Claim Agreement Art. 23 by the end of 07-08 fiscal year. All members and staff are participating in human rights professional development to ensure that people receive the best possible services.

Financial Statement

There is presently no Nunavut Human Rights Tribunal account to be audited independent from that of the Department of Justice, Nunavut. The Office of the Auditor General for Canada (OAG) carries out an annual audit of Department of Justice financial administration, which currently includes NHRT transactions, because the Department of Justice is holding and issuing funds on behalf of the NHRT.

A summary of the Tribunal Operating Budget is presented as it appears in the Main Estimates of each fiscal year since establishment.

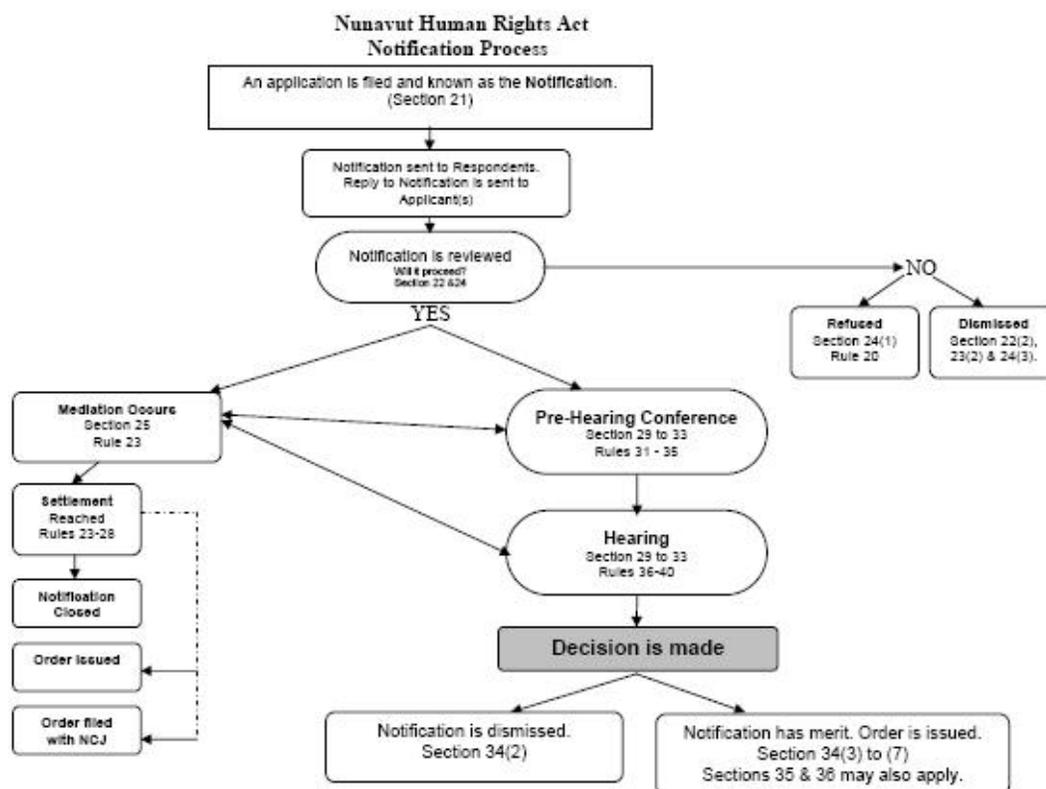
Main Estimates

Description	2006-2007 (\$000)	2005-2006 (\$000)	2004-2005 (\$000)
Compensation & Benefits	300	296	112
Grants & Contributions	-	-	-
Travel	40	40	70
Materials & Supplies	-	-	-
Purchased Services	29	29	59
Utilities	-	-	-
Contract Services	203	203	321
Fees & Payment	-	-	-
Other Expenses	21	21	21
Total Operating & Maintenance	593	589	583
Total Capital ⁱⁱ	-	-	-
Total Expenditures	593	589	583

ⁱⁱ \$305 was transferred to Capital for Coral Harbour Office Renovations.

Appendix

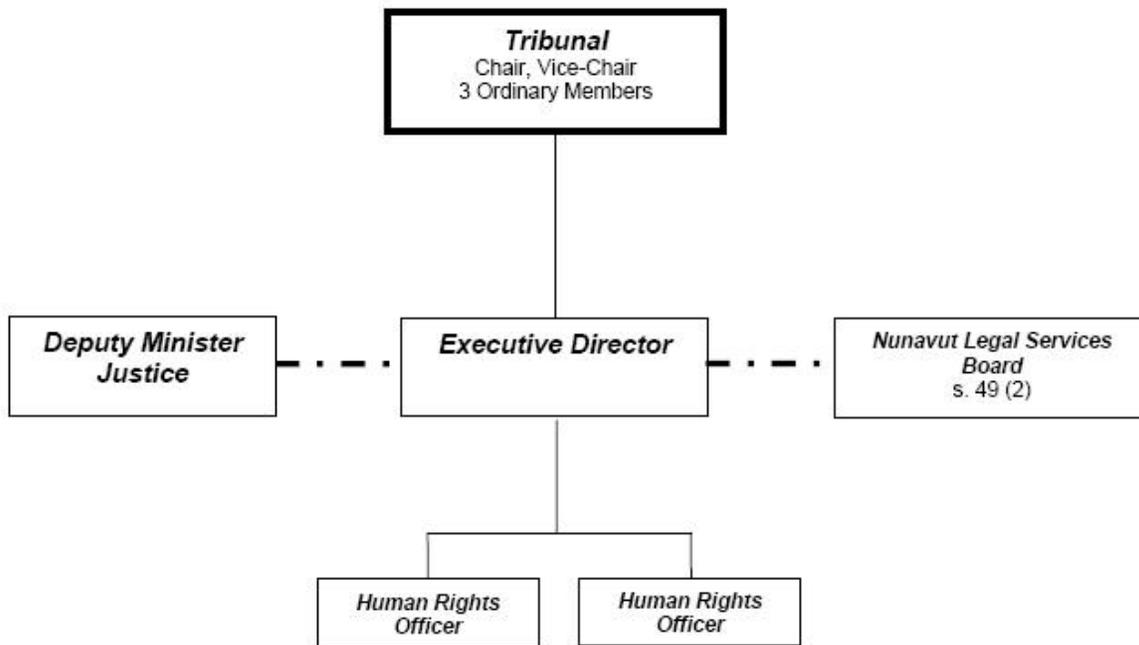
The Notification Process



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.

Nunavut Human Rights Tribunal Organizational Chart



Note: - - - denotes indirect reporting relationship

Nunavut Human Rights Tribunal Staff



Left to Right:

Leo Angootealuk, Human Rights Officer
Rosie Tanuyak-Ell, Human Rights Officer
Marion Love, Executive Director

Missing

Jim Posynick, Legal Counsel

Contact our Office

By Phone

Toll Free 1-866-413-6478
1-867-925-8447

By Fax

1-867-925-8453

By Email

Nunavuthumanrights@gvo.nu.ca

By Mail

Nunavut Human Rights Tribunal
PO Box 15
Coral Harbour, NU X0C 0C0