

CANADIAN HUMAN RIGHTS TRIBUNAL      TRIBUNAL CANADIEN DES  
DROITS DE LA PERSONNE

KAREN MITCHELL

Complainant

- and -

CANADIAN HUMAN RIGHTS COMMISSION

Commission

- and -

MISIGI ALCOHOL AND DRUG ABUSE TREATMENT CENTRE

Respondent

**ORDER**

MEMBER: J. Grant Sinclair

2005 CHRT 40  
2005/10/13

[1] The Respondent, Migisi Alcohol and Drug Abuse Treatment Centre, acknowledges that the complaint filed by Karen Mitchell against the Migisi Alcohol and Drug Abuse Treatment Centre dated October 26, 2001, is substantiated and that Ms. Mitchell's rights under sections 7 and 14 of the *Canadian Human Rights Act* to a harassment free work environment were infringed.

[2] The parties agree to remedy the infringement by settling this case on the terms outlined below.

[3] Therefore, on consent of all parties, the Tribunal hereby orders:

- (1) The Respondent will issue an apology to the Complainant for the harassment she experienced and which acknowledges the Complainant's years of dedicated service to the clients of the agency.
- (2) The Respondent, Migisi Alcohol and Drug Abuse Treatment Centre, will pay to the Complainant the sum of \$10,000.00 for pain and suffering pursuant to section 53(2)(e) of the *Act*. This sum will be paid in equal installments of \$833.33, the first installment to be paid by June 1, 2005 and the final payment to be made on or before May 1, 2006.
- (3) The Respondent has affirmed its commitment to the obligations set out under the *Canadian Human Rights Act* and will take steps necessary to eliminate sexual harassment and gender discrimination in the workplace. The Respondent has confirmed that the employment of Mel Hardy was terminated in response to the complaints of Karen Mitchell.

[4] This Order finally resolves all matters relating to this complaint.

\_\_\_\_\_ "Signed by" \_\_\_\_\_  
J. Grant Sinclair

OTTAWA, Ontario  
October 13, 2005

PARTIES OF RECORD

TRIBUNAL FILE:	T1000/12004
STYLE OF CAUSE:	Karen Mitchell v. Migisi Alcohol and Drug Abuse Treatment Centre
ORDER OF THE TRIBUNAL DATED:	October 13, 2005
PARTIES:	
Karen Mitchell	Complainant
Leslie Reaume	For the Canadian Human Rights Commission
Doug Keshen	For the Migisi Alcohol and Drug Abuse Treatment Centre