

HUMAN RIGHTS COMMISSION PANEL OF ADJUDICATORS

ANNUAL ACTIVITY REPORT

2007-2008

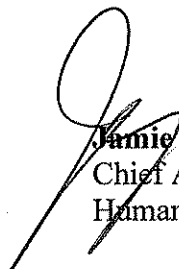
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Message from the Chief Adjudicator

As Chief Adjudicator of the Human Rights Commission Panel of Adjudicators I am pleased to present the 2007-08 Annual Activity Report of the Human Rights Commission Panel of Adjudicators. This report details the activities of the Panel of Adjudicators from April 1, 2007 to March 31, 2008. These activities were carried out under the direction of the then Chief Adjudicator, Fred Stagg, Q.C.

As Chief Adjudicator, I am accountable for the preparation of this report and the achievement of its goal.



Jamie Merrigan
Chief Adjudicator
Human Rights Commission Panel of Adjudicators

Overview

In accordance with the provisions of the *Human Rights Code, RSNL, Chapter H-14*, the Lieutenant Governor in Council may appoint at least six persons one of whom is named Chief Adjudicator to act as members of a panel of inquiry into matters referred to them by the Commissioner of the Human Rights Commission. Appointments are for a term of three years and Adjudicators may be reappointed. At the commencement of 2007 the Panel of Adjudicators were:

Fred Stagg, Q.C., Chief Adjudicator
Cindy Picco
Kimberly Burridge
Kerry Hatfield
Edward Hearn, Q.C.
Erin Breen
John Babb
Karl Inder

As of March 20, 2008 the Panel of Adjudicators are:

James Merrigan, Chief Adjudicator
Glenda Best, Q.C.
Keri-Lynn Power
Aiden Beresford, Q.C.
Cillian Sheahan
Jennifer Newbury

Vision

An Environment where the public has access to established mechanisms of review of complaints concerning human rights.

Mission Statement

No Mission Statement was provided in the 2007-08 Activity Plan. As stated in that plan, a Mission Statement is a result oriented statement which answers the who, what, and why questions related to an organization and that informs the reader of how the work of the entities supports or contributes to that of a larger supporting entity, such as a board or department or benefits the public or society at large.

The Human Rights Commission Panel of Adjudicators, as a category three Government entity has the options of adopting the Department of Justice mission indicating how it contributes to that mission, or developing its own mission. The Panel of Adjudicators remain neutral and unbiased in their relationship with the Department of Justice and those that they serve, and accordingly it was not appropriate to adopt the Mission Statement of the Department of Justice.

The Departmental mission is focused on the work of the Department and the Panel of Adjudicators does not have a direct role in that work at this time.

As the 2007-08 plan was a transition plan for a one-year period the development of a mission with measures and indicators was seen to be redundant of the objectives which were already developed in the then current activity plan. Consideration of a development of its own Mission Statement was deferred to the development of the 2008-11 Activity Plan.

Issue

In consideration of Government's strategic directions and those of the Department of Justice, the following areas were identified as the key priority of the Human Rights Commission Panel of Adjudicators in the 2007-08 Plan. As this activity plan was developed for one year, the goal being reported on in this report had an annual focus.

Goals, Objectives, and Measures:

Issue 1: Inquiring into Complaints

An Adjudicator has the powers of a commissioner appointed under the *Public Inquiries Act* when holding a hearing into an alleged violation of the *Human Rights Code*. These powers require that the principles of natural justice and established case law be observed during the proceeding and in reaching a final decision on a matter. In addition to establishing whether a violation has occurred, the Adjudicator is also responsible for determining the amount of compensation, if any, and damages, if any, to be awarded to those who have experienced discrimination.

Goal 1: By March 31, 2008, the Adjudicator shall adjudicate matters referred to him or her.

Measure: Matters adjudicated.

Indicator	Outcomes
Hearings held as required by the <i>Code</i>	(2)
Decisions issued	(0)

For the period April 1, 2007 to March 31, 2008 two hearings were held. One was a hearing commenced in 2006 but not completed which was continued into this one year period. The other hearing was commenced during this fiscal year.

Financial Information

The Panel of Adjudicators' budget is subsumed within that of the Human Rights Commission. Such financial information as is available is contained in the Human Rights Commission Annual Activity Report. That Report does not break down the expenditures as between the Commission and the Panel of Adjudicators and the Panel is not required to provide a separate audited statement.