

Answer Key--Grounds for Discrimination

	<p>Sexual Orientation A policy provides benefits to some straight married couples but not to gay married couples.</p>
<p>Race A government provides less money per student for First Nations children living on reserves than it provides for children in other communities.</p>	<p>Gender Identity A policy requires that a person identifies themselves as either male or female.</p>
<p>National or Ethnic Origin A bank has lending rules that make it unreasonably difficult for new immigrants to get loans.</p>	<p>Marital Status A landlord refuses to rent an apartment to a single parent.</p>
<p>Colour A person is systematically referred to secondary screening at airports due to the colour of their skin.</p>	<p>Family Status After having a child, a woman cannot find childcare to continue working overnight shifts, and her employer does not allow flexibility by scheduling her on day shifts.</p>
<p>Religion An employer assigns her employees to weekend shifts without recognizing that some employees observe the Sabbath and cannot work on those days.</p>	<p>Disability An employer requires all employees to have a valid driver's licence. People who cannot drive due to a disability are not given an opportunity to show how they could still perform the job by using public transit.</p>
<p>Age An employer's physical fitness requirements are based on the capabilities of an average 25 year old instead of being based on the actual requirements of the job.</p>	<p>Genetic Characteristics Someone is denied a job because they shared the results of their genetic testing with a potential employer.</p>
<p>Sex A female employee with an excellent record announces that she is pregnant. Immediately, her employer begins to identify problems that lead to her dismissal.</p>	<p>Pardoned Conviction A person is denied a job because of a previous conviction for which a pardon has been granted or a record has been suspended.</p>