

**Education—Cont.**

Women, post-secondary courses, non-traditional programs, **14:18-9, 67; 15:87-8; 26:29**  
 See also Deaf/hard of hearing; Disabled and handicapped; Indians; Universities

**Egan, Ms Carolyn** (Women Working with Immigrant Women)  
 Equality rights, **16:211-3**

**Elections** see Disabled and handicapped

**Elizabeth Fry Society of Halifax** see Witnesses

**Ellenor, Ms Jane** (Lesbian Information Line, Calgary)  
 Equality rights, **27:3, 47-52**

**Ellingson, Mr. Brad** (Alberta Committee of Consumer Groups of Disabled Persons)  
 Equality rights, **10:3, 56-8**

**Elliott-Doshen, Ms Linda** (Canadian Federation of University Women)  
 Equality rights, **20:3, 76, 78, 82**

**Elton, Mr. Robert** (Canadian National Institute for the Blind)  
 Equality rights, **20:4, 117-25**

**Emond, Ms Jean** (Young Women's Christian Association, Toronto)  
 Equality rights, **16:3, 27-30, 33-5**

**Employer-employee relations** see Mandatory retirement—Abolition

**Employment**

Affirmative action programs, **9:65; 14:140; 16:28, 170; 19:37; 23:9-10; 26:72**  
 Bell Canada, **25:74-5**  
 Canadian National Railways, women in blue collar positions, Human Rights Commission ruling, Court of Appeal overturning, **21:50-1**  
 Canadian Union of Public Employees position, **25:112-3**  
 Contract compliance, provincial and municipal government policies, **19:78-9**  
 Disabled and handicapped, **11:11, 15; 16:171; 17:25; 21:22-3; 26:62-3, 103-6**  
 Employer wide, **25:115, 119**  
 Enforcement mechanism, agency, etc., **13:159; 17:10, 25-6; 22:47-8, 51; 23:94, 101, 117-8; 28:14-7**  
 Enforcement, penalties, etc., **14:7; 16:176, 184-6; 17:31**  
*Equality in Employment*, Abella report, **9:65-6; 11:27; 13:42; 17:135; 22:47-8; 23:93, 101; 24:40-1**  
 Federal and provincial levels, **26:65**  
 Goals, timetables, etc., **16:184-5; 17:53; 25:67, 113**  
 Immigration, **16:41**  
 India, comparison, **19:139-40**  
 Lay-offs, **25:68**  
 Mandatory contract compliance, **17:135; 21:90**  
 Mandatory programs, **23:60, 63; 25:31, 114**  
 Middle and upper status women benefitting, **19:139**  
 New Brunswick Telephone Company Limited, **23:15-9**  
 Objective understanding, problems, positive/negative aspects, statistical analysis, etc., **19:137-50**  
 Priority to sole wage earner with dependents, **17:110**  
 Quantifying, **13:168**  
 REAL Women of Canada position, **26:132, 142-3**  
 Seniority provisions, compatibility/incompatibility, **25:115**  
 Special measures, **17:53**  
 United States comparison, **19:139**  
 Visible minorities, **13:16, 157-61; 14:82; 19:56; 28:11-4, 18-20**  
 World War II veterans, **11:15**  
 Age discrimination, New Brunswick Human Rights Code, **23:25**  
 Career Access Program, women, percentage, **16:36**

**Employment—Cont.**

Challenge '85 program, **23:62**  
 City of Ottawa policies and programs for disabled and handicapped, visible minorities and women, **19:75-6, 79**  
 Criminal conviction or charges, **24:66, 76**  
 Dress requirements, religious principles, **14:104**  
 Bhinder turban/hard hat dispute, Supreme Court ruling, **2:28; 7:7; 14:105-6; 16:99, 106; 19:55-6; 24:9-10**  
 Employment Equity Enforcement Commission, **13:41, 44**  
 Equal Employment Opportunity Office, Vancouver, B.C., **9:89**  
 Equal Employment Program, City of Toronto, policies, data collected, etc., **16:170-1, 179-80, 182**  
 Equality, Canadian Jewish Congress position, **17:8-9**  
*Equality in Employment*, Abella report, **7:6, 10; 9:98; 15:8-9; 17:9; 19:145**  
 Equity proposals see Employment Equity Act (Bill C-62)  
 Foreign university degrees and professional accreditations, recognition, **7:7, 13; 8:13-4; 16:43-4; 22:65, 72-4, 115, 118-20; 23:118, 122-3; 28:10**  
 See also Universities  
 Former psychiatric patients, opportunities, etc., **17:24-5, 28-9**  
 Height and weight restrictions/standards, **7:6, 24; 9:128; 14:68; 19:101**  
 Firefighters and police officers, **15:153-4**  
 Immigration, Canadian work experience, **7:6-7, 13-4; 24:25**  
 Job creation programs, women, participation, **16:36**  
 Job-sharing, **10:100-2; 14:94, 99-100**  
 Native women, **9:49**  
 Non-traditional occupations, gender free, **14:66-7**  
 Occupational health and safety, **17:137; 25:39**  
 Parental leave, **25:114**  
 Part-time employees, women, working conditions, salaries, etc., **3:21-2**  
 Provincial government employees, native people, visible minorities, disabled and handicapped, percentages, **25:35**  
 Religion in the workplace, Jews, Seventh Day Adventists, etc., reasonable accommodation of religious beliefs and practices, **7:7, 14; 14:102-3, 108-10; 19:129-36; 24:6-8, 10-20, 42-3**  
 O'Malley-Simpson-Sears case, **14:107, 109; 24:7, 11**  
 Shift work, 24 hour day/seven day a week businesses, **24:14-6**  
 Store-owners, right to close, **24:9, 12-3**  
 United States Civil Rights Act, 1964, regulations, **14:103-5, 108, 110; 19:134**  
 See also Lord's Day Act  
 Right to work and earn a living, **26:69, 71**  
 Sexual orientation  
 Bell Canada policy, **25:77**  
 Collective agreements, negotiations, **25:43-4, 47-9, 65-6, 121-2**  
 See also Homosexuals—Employment  
 Sick leave, **24:15**  
 Taxi industry, blacks, **28:17**  
 Visible minorities  
*No Discrimination Here* report, **25:20**  
*Who Gets the Work*, Urban Alliance and Race Relations and the Social Planning Council, Metro Toronto report, **7:15; 9:113; 16:68; 25:19, 31**  
 Women, **21:80; 23:93**  
 Affirmative action programs, **19:41**  
 Career decisions, making in high school, **15:91**  
 Cinderella syndrome, **15:91**  
 Employment development projects, rural areas, **21:80-1, 89-90**  
 Equal opportunity, **9:91, 93-4; 14:62; 16:31; 17:10, 59**  
 Non-traditional occupations, **12:6, 18; 13:113, 116, 171; 14:14-20, 22-3, 67; 17:42, 135; 19:158; 21:77, 82; 22:56-7, 59-61; 23:102; 25:115; 26:29-31, 33-4**  
 See also CN Rail; Training programs