

Activity 2: Fact scenarios and discussion

Activity 2 uses the two scenarios presented on **slides 38 to 43**.

This section provides fact scenarios for participants to apply the “Discrimination Equation”.

Depending on your time, you can choose to do them as an entire group or divide participants up into small groups and come back to discuss each scenario as a group.

Tell participants that they can use the Handout to discuss and record their ideas about each scenario.

Scenario 1: Dental discrimination?

Do you think this constitutes discrimination?

AB is living with HIV, is in great health, takes meds, and HIV is at “undetectable levels”. Books a dental check-up with new dentist, has no dental problems.

AB completes the “New Patient Info” form, doesn’t disclose HIV.

In the chair, AB tells dentist about HIV, meds, and “undetectable levels”.

Dentist says they can’t do the check-up or cleaning; AB has to book a special hour-long appointment.

Dentist explains that they need to take special precautions because of risk to staff, other patients.

How would you apply the “Discrimination Equation”?

social area: _____

+ protected *Code* ground: _____

+ negative outcome: _____

– defence: _____

= illegal discrimination? YES _____ NO _____

Additional comments:

Scenario 2: Workplace discrimination?

Do you think this constitutes discrimination?

ZZ works on the line at a factory. Shifts are based on union seniority. ZZ has worked the midnight to 8 a.m. shift for one year.

ZZ has a degenerative eye disease that might eventually cause blindness. ZZ can enrol in a clinical drug trial, but must go to a clinic at 6 a.m., 3 times a week, for 2 months.

Employer refuses to allow ZZ to change shifts. ZZ does the drug trial using sick days, but eventually runs out of sick days and is fired for missing work.

Union refuses to grieve termination because “seniority is a fundamental right for our union members”.

How would you apply the “Discrimination Equation”?

social area: _____

+ protected *Code* ground: _____

+ negative outcome: _____

– defence: _____

= illegal discrimination? YES _____ NO _____

Additional comments: