

Manitoba Human Rights Commission - Adjudicators

Chief Adjudicator

Michael Werier, Winnipeg

Board Members

Tracey Epp, Winnipeg

David Langtry, Winnipeg

Karine Pelletier, Winnipeg (bil.)

Gary Sarcida, Winnipeg (bil.)

Robert Olson, Winnipeg

Mandate:

Where a complaint has not been dismissed by the Human Rights Commission or settled by the parties, and the Commission is satisfied that further proceedings would further the objectives of *The Human Rights Code*, the Minister of Justice designates a tribunal member to act as an adjudicator to decide the validity of the complaint.

Authority:

[*The Human Rights Code*](#)

Responsibilities:

The adjudicator is required to convene and complete a public hearing at which every party is given the opportunity to present evidence and make submissions. The adjudicator is required to issue a written decision with reasons within 60 days, and may make a remedial order if it is determined that there has been a contravention of *The Human Rights Code*. The adjudicator's order is enforceable as a judgment of the court.

Membership:

The adjudication panel shall consist of at least five (5) persons appointed by the Lieutenant Governor in Council, of which one is designated by the LG in C as the Chief Adjudicator. One of the officers and employees of the Commission shall be designated as executive director. No member of the Commission shall be appointed to the adjudication panel.

Appointment continues:

Unless terminated for cause under subsection, a member of the adjudication panel who has commenced a hearing into a complaint may continue as adjudicator and issue a final decision on the complaint even if his or her appointment has expired and a replacement has been named.

Length of Terms:

Each person appointed to the panel shall hold membership on the panel for a term not exceeding three (3) years from the date of appointment, and thereafter until re-appointed or replaced.

Desirable Expertise:

- Legal background with some litigation experience, knowledge of human rights laws and principles, and familiarity with the rules of evidence.
- Excellent written and verbal communication skills and experience conducting hearings.

Time commitment:

There are usually 3-4 adjudications per year. Adjudicators may also be required to deal with preliminary motions or become involved in administrative issues where a complaint is ultimately settled before a hearing takes place. Time commitment would be, on average, a maximum of 3 days per year for each adjudicator.

Meetings:

Frequency: Hearings and pre-hearing conferences held as required, as complaints are referred to the panel in accordance with section 29(2) of The Human Rights Code

Location: Hearings held across Manitoba, as per the location of the parties and as determined by the adjudicator

Duration: The average length of a hearing is 2 days

Remuneration:

Chief Adjudicator: \$105.00 per hour, to a maximum daily rate of \$560.00

For carrying out adjudication duties \$60.00 per hour to a daily maximum of \$350.00

Members: \$60.00 per hour up to a daily maximum of \$350.00.

The members of the MHRAP, including the Chief Adjudicator, are entitled to be reimbursed for any reasonable out-of-pocket expenses incurred in the performance of their duties, as provided in the General Manual of Administration for the Province of Manitoba.