

October 29, 2012

Canadian Human Rights Commission  
344 Slater Street, 8th Floor  
Ottawa, Ontario K1A 1E1

RE: COMPLAINTS

Attached are multiple complaints.

As I am obviously dealing with the "steal jobs from white guys crowd" I have used blunt words to properly communicate the concepts.

I use the phrase "steal jobs from white guys crowd" because the people mentioned in the Complaints do not seem to realize the consequences of what they are doing. And that is thinking the best of them. The worst is that they are thieves trying to steal jobs from smarter and better people.

An appropriate quote, from Canadian Human Rights Annual Report 1994, page 19: "No doubt even these explanatory definitions will fail to placate those who see nothing in employment equity but a conspiracy to deny jobs to white able bodied males with superior qualifications." This is what is going on, stealing jobs from white guys.

There obviously has to be some kind of shake up with Human Rights Commission people. You have to be reminded that ALL HAVE RIGHTS, that white men have rights too. That some alarm in your brain has not gone off that you are involved with stealing from people and discriminating against white men makes me question your intellectual ability. Smarten up.

With the Complaints, let me know if you require further information or clarification.

Barry Ceminchuk  
barryceminchuk@yahoo.com  
Box 51047 RPO Highlands  
Edmonton, Alberta T5W 5G5

## COMPLAINT

### Complainant:

Barry Ceminchuk  
Box 51047 RPO Highlands  
Edmonton, Alberta T5W 5G5

### Respondents:

All federal civil servants responsible for the actions that include passing over, barring and/or displacing white men, whites and men from jobs with hiring and promotions.

There have been many news stories mentioning preferences in the newspapers (Election Canada (women only, clear violation of CHRA Section 8) and Department of Defense and others), and I have information on others like the RCMP, military, etc.). If required I can provide these.

With the RCMP, they have preferences with their hiring procedures; non-white men are given preferential treatment, which is stealing jobs from white guys. They apparently have stopped their lower test pass score for women and minorities scheme (lower and separate standards) but now just pass over better and smarter white guys (with lower and separate standards). From the RCMP website:

To meet our priority of recruiting applicants from a wide range of backgrounds to better reflect our Canadian reality, the RCMP provides applicants with the option of self-identifying as a member of a visible minority or as an aboriginal person. In an effort to meet its employment equity benchmarks, the RCMP will also maintain IRLs specific to women, visible minorities and aboriginals from which applicants will be chosen as needed.

<http://www.rcmp-grc.gc.ca/recruiting-recrutement/rec/irl-plc-eng.htm>

IRL is Initial Rank List, which means separate lists and separate and lower standards for women and minorities. This is passing over better and smarter people.

This is NOT MERIT (the best regardless of race or gender), not top down, and lower and separate standards and a violation of the quotes below and a clear violation of the SPECIAL PROGRAMS AND EMPLOYMENT EQUITY quote below. It is also a violation of Section 12.

I also question the RCMP hiring quotas (which is what they have been twisted into), of:

Proactive recruiting that includes benchmarks for all designated groups: Women 35%, Aboriginals 10% and Visible Minorities 20%.

<http://www.rcmp-grc.gc.ca/recruiting-recrutement/eq-div-eng.htm>

I also question whether physical standards have been lowered. I am concerned about someone who can handle some mugger who might be beating on me without having to pull out a gun.

Who do these people think they are? They are stealing jobs from people. Are they thieves trying to steal or too dumb to think that far?

These show that civil service people and the RCMP, etc. think any one, can steal jobs from white guys.

I expect the Human Rights Commission staff to determine who the perpetrators are. If I have to I can do so but will require questions to be answered.

## **ACTIONS THAT VIOLATE**

This Complaint includes all actions that violate any of the following:

1.1. Canadian Human Rights Commission (CHRC) document, GUIDE TO SCREENING AND SELECTION IN EMPLOYMENT, heading "SPECIAL PROGRAMS AND EMPLOYMENT EQUITY" says "However, in the event of a complaint, the employer must be able to show that the data collected have not been used to discriminate, either in the hiring process or later when deciding promotion opportunities."

This document is at:

[http://www.chrc-ccdp.gc.ca/publications/screening\\_employment-eng.aspx](http://www.chrc-ccdp.gc.ca/publications/screening_employment-eng.aspx)

This means no preferences, displacing, barring, and/or passing over.

1.2. And/or violate MERIT (which is "Sacred Ground" (from CHRC document) and the best-qualified people should get the jobs, regardless of their race, sex). Merit is the basic premise with rights.

Any manipulation of merit is corruption. Also, if government jobs can be manipulated by schemes (no matter what it is called, employment equity, diversity, role models, etc.) then all government jobs are susceptible and any scheme can be used.

1.3. Commission documents also say NO reverse discrimination, NO unfair advantage, NO quotas, NO preferential treatment. A quote, I am not sure of the source, "Reverse discrimination means less favourable treatment based (substantially or partially) on a prohibited ground of discrimination (i.e. gender, race) that results in a "denial of employment" (a phrase defined in *Gravel v Air Canada* 91 CLLC 16,388, at 16,393)." Also see a "loss of opportunity to compete for a position" on the same page. Also, deterred.

1.4. Criminal code provisions with influencing offices, advantage and public trust, and election offences and corrupt practice.

1.5. The Canadian Bill of Rights says: Construction of law 2. Every law of Canada shall, unless it is expressly declared by an Act of the Parliament of Canada that it shall operate notwithstanding the Canadian Bill of Rights, be so construed and applied as not to abrogate, abridge or infringe or to authorize the abrogation, abridgment or infringement of any of the rights or freedoms herein recognized and declared. Notice not to infringe.

1.6. And if you are going to take jobs from people you compensate them, what is this some third world country.

1.7. An appropriate quote, from CHR (Canadian Human Rights) Annual Report 1994, page 19: "No doubt even these explanatory definitions will fail to placate those who see nothing in employment equity but a conspiracy to deny jobs to white able bodied males with superior qualifications." This is what you are doing and either are too dumb to think that far or are trying

to deliberately steal from smarter and better white men.

Page numbers are from my notes, there may be a minor error, but the quotes are accurate.

**Relief:**

All white men, whites and/or men who have been barred from jobs, displaced and/or passed over will be contacted and compensated (Denial of Employment and a Loss of Opportunity). This also includes those who were deterred from applying. For those the perpetrators do not have contact information for, advertisements can be placed.

The perpetrators will make a public apology and advertise on television and radio and in the print media that white men, whites and men have rights too.

All people involved will immediately give up their job, they are barred from their job, or displaced from their job or passed over. This is doing to them what they have done to others. That these people did not think that far is their problem. Did not think of that? Too bad, dummies. They get the same warning and due process they gave to those they steal from. And, if this does not get rid of these "steal from white guys" people then, as any moron can give away anyone's job, I give away the job of these people, or if some politician can give away someone's job then consider me a politician that gives away their job.

What, you steal from people and not compensate them? Simpleton thief and third world thinking. Even if you can steal jobs, you still compensate people. And, if you infringe on rights you still compensate people.

Date: October 29, 2012

Signed:

Barry Ceminchuk  
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Edmonton, Alberta T5W 5G5

## COMPLAINT

There are two complaints here:

- A. PROMOTING STEALING FROM WHITE GUYS.
- B. BLOCKING REVERSE DISCRIMINATION COMPLAINTS.

### Complainant:

Barry Ceminchuk  
Box 51047 RPO Highlands  
Edmonton, Alberta T5W 5G5

### Respondent:

The Canadian Human Rights Commission and staff.

#### A. PROMOTING STEALING FROM WHITE GUYS.

There have been many news stories mentioning preferences in the newspapers (Election Canada (women only, clear violation of CHRA Section 8), Department of Defense, etc.), and I have information of others (RCMP, military and many others). If required I can provide these.

The RCMP has preferences with their hiring procedures; non-white men are given preferential treatment, which is stealing jobs from white guys. They apparently have stopped their lower test pass score for women and minorities scheme (lower and separate standards) but now just pass over better and smarter white guys (with lower and separate standards).

These show that anyone can steal jobs from white guys.

As anyone can steal jobs from white guys, obviously the Canadian Human Rights Commission has been promoting stealing jobs from white guys. I do understand that many in the Commission do not realize they are saying this but that is their problem.

Also, the webpage entitled "Special programs and other measures", at:

[http://www.chrc-ccdp.ca/legislation\\_policies/special\\_programs-eng.aspx](http://www.chrc-ccdp.ca/legislation_policies/special_programs-eng.aspx)

is saying anyone can steal jobs from white guys.

#### ACTIONS THAT VIOLATE

This is in violation of CHRA Section 12 ("incites").

This is also in violation of the following:

1.1. Canadian Human Rights Commission (CHRC) document, GUIDE TO SCREENING AND SELECTION IN EMPLOYMENT, heading "SPECIAL PROGRAMS AND EMPLOYMENT EQUITY" says "However, in the event of a complaint, the employer must be able to show that the data collected have not been used to discriminate, either in the hiring process or later when deciding promotion opportunities."

This document is at:  
[http://www.chrc-ccdp.gc.ca/publications/screening\\_employment-eng.aspx](http://www.chrc-ccdp.gc.ca/publications/screening_employment-eng.aspx)

This means no preferences, displacing, barring, and/or passing over.

1.2. And/or violate MERIT (which is "Sacred Ground" (from CHRC document) and the best-qualified people should get the jobs, regardless of their race, sex). Merit is the basic premise with rights.

Any manipulation of merit is corruption. Also, if government jobs can be manipulated by schemes (no matter what it is called, employment equity, diversity, role models, etc.) then all government jobs are susceptible and any scheme can be used.

1.3. Commission documents also say NO reverse discrimination, NO unfair advantage, No quotas, NO preferential treatment. A quote, I am not sure of the source, "Reverse discrimination means less favourable treatment based (substantially or partially) on a prohibited ground of discrimination (i.e. gender, race) that results in a "denial of employment" (a phrase defined in *Gravel v Air Canada* 91 CLLC 16,388, at 16,393)." Also see a "loss of opportunity to compete for a position" on the same page. Also, deterred.

1.4. Criminal code provisions with influencing offices, advantage and public trust, and election offences and corrupt practice.

Something I found on the Ontario Human Rights Commission website awhile ago:

Ontario Human Rights Commission Ethics  
From [http://www.ohrc.on.ca/code\\_of\\_ethics.htm](http://www.ohrc.on.ca/code_of_ethics.htm) (no longer at the web address)

"Commissioners and staff shall act in a manner that complies with the provision of the Criminal Code and the Rules of Conduct for Public Servants which make it an offence for government officials to demand, accept, or offer to accept for themselves or any other person any advantage or benefit, whether direct or indirect, for any act or omission which is connected with or related to the business of government."

1.5. The Canadian Bill of Rights says: Construction of law 2. Every law of Canada shall, unless it is expressly declared by an Act of the Parliament of Canada that it shall operate notwithstanding the Canadian Bill of Rights, be so construed and applied as not to abrogate, abridge or infringe or to authorize the abrogation, abridgment or infringement of any of the rights or freedoms herein recognized and declared.

1.6. And if you are going to take jobs from people you compensate them, what is this some third world country.

1.7. An appropriate quote, from CHR (Canadian Human Rights) Annual Report 1994, page 19: "No doubt even these explanatory definitions will fail to placate those who see nothing in employment equity but a conspiracy to deny jobs to white able bodied males with superior qualifications." This is what you are doing and either are too dumb to think that far or are trying to deliberately steal from smarter and better white men.

Page numbers are from my notes, there may be a minor error, but the quotes are accurate.

THESE ARE THE LIMITS THAT ARE SUPPOSED TO APPLY TO EMPLOYMENT EQUITY AND ALL SPECIAL PROGRAMS. And any actions no matter what they are called. What is going on is commission people are trying to twist the law to steal jobs from white guys.

I also want to know which special interest groups (equity seeking groups) have been trying to get preferences for themselves.

**Relief:**

All people who complain are to be compensated.

All white men, whites and/or men who have been barred from jobs, displaced and/or passed over will be compensated (Denial of Employment and a Loss of Opportunity). This also includes those who were deterred from applying.

The perpetrators will make a public apology and advertise on television and radio and in the print media that white men, whites and men have rights too.

All people involved will immediately give up their job, they are barred from their job, or displaced from their job or passed over. This is doing to them what they have done to others. That these people did not think that far is their problem. Did not think of that? Too bad, dummies. They get the same warning and due process they gave to those they steal from. And, if this does not get rid of these "steal from white guys" people then, as any moron can give away anyone's job, I give away the job of these people, or if some two-bit politician can give away someone's job then consider me a politician that gives away their job.

What, you steal from people and not compensate them? Simpleton thief and third world thinking. Even if you can steal jobs, you still compensate people. And, if you infringe on rights you still compensate people.

**B. BLOCKING REVERSE DISCRIMINATION COMPLAINTS.**

The Commission has blocked reverse discrimination complaints. I expect the Commission has records of the blocked complaints and can therefore determine the victims.

**ACTIONS THAT VIOLATE**

This is a violation of Section 5, the service is the blocking of reverse discrimination complaints based on race and sex.

You are trying to ignore MERIT (the best regardless of race or gender) and the SPECIAL PROGRAMS AND EMPLOYMENT EQUITY quote above and the many other points.

It is also a violation of Section 12.

**Relief:**

All who have had reverse discrimination complaints blocked will be contacted and compensated (denial of service of processing complaints based on race and sex). This also includes those who were deterred from making complaints.

The perpetrators will make a public apology and advertise on television and radio and in the print media that white men, whites and men have rights too and that the Human Rights Commission will not block reverse discrimination complaints.

All people involved will immediately give up their job, they are barred from their job, or displaced from their job or passed over. This is doing to them what they have done to others.

If the Human Rights Commission is going to play games with these complaints and try to block them I then claim that government jobs are to be made available for me so I can use them to get votes and kickbacks for my political party.

Date: October 29, 2012

Signed:

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## COMMENTS AND INFORMATION FOR COMMISSION STAFF

The representative numbers are self-identified and are therefore low and inaccurate. To displace white guys based on low and wrong data is ridiculous. Or, did you not think that people might lie, laughable. CHRA Section 40.1 says representation and statistics do not matter. Also Section 54.1(2).

It is also ridiculous to displace white guys based on these silly numbers. There are many possible reasons for variances (high men plumbers, women nurses, strength, stamina, language, etc.). When you think about it, who cares how many of a certain kind of people you have, you should care about public safety, serious life threatening issues, and getting the job done properly, safely and efficiently. It seems to me the only people that care about this are those trying to get special treatment for themselves, those trying to displace white guys, and those who get some idea in their head and charge ahead without thinking of consequences. I do understand this is too complex for these people.

Smarten up, you affect people and seem to be too dumb to think that far.

You are actually like the people that wanted to bar people from jobs based on race years ago, and can't think that far. You are saying the same thing. You just seem to think that it is acceptable to discriminate and displace people as long as you are doing it, or it is against white men, or that it does not affect you. And you just want to push lower standard people ahead of white men.

Do you not realize you steal from decent hardworking people or are you just a thief?

And, do you not understand the concept of rights, and that all including white men have rights? Most people understand you do not steal from people and do not displace, bar and pass over people.

And, resign in embarrassment and shame. That you so-called "Rights" people are not ashamed of yourselves (doing what you are supposed to be against) and embarrassed (that you have such poor thinking skills that you did not think of these points) and apologizing to people, is amazing.

I remember, when I was young in Edmonton, Alberta, many people who had names that had a "chuk" or "ski" at the end (indicating Ukrainian or Polish ancestry) actually changed their name because they would not be hired or promoted with such a name. People like you had their games then, you have yours now. You are the same, and seem to be too dumb to think that far. I do not claim any disadvantage for that, I just mention it to point out that you are the same kind of people.

I attended the last CASHRA (Canadian Association of Statutory Human Rights Agencies) Conference in Winnipeg and heard the phrase "arguing with old white males". As many of you Commission people obviously see this as an "arguing with old white males" issue, I point out this is an old white guy pointing out your simpleton steal from white guy thinking and incompetence.

There is also the issue that white guys are spending time and money applying for jobs and thinking they will be treated fairly, this is fraud.

This also shows you do not have the intellect to understand the basic principles of human rights, which you should know. These are:

1. All are to have access to jobs (rights for all) to have the largest possible pool of candidates so the best can be chosen.
2. Hiring is be on merit (the best regardless of race or gender), the best person for the job.

And, no lowering or separate standards.

Other information:

Also, Document 1: Overview of Employment Equity

"... should not be construed ... to contradict the merit principle in the public sector"

[http://www.hrsdc.gc.ca/eng/labour/equality/employment\\_equity/tools/guidelines/doc1.shtml](http://www.hrsdc.gc.ca/eng/labour/equality/employment_equity/tools/guidelines/doc1.shtml)

Also, "explaining the myths about employment equity (claims of reverse discrimination, quotas);"

[http://www.hrsdc.gc.ca/eng/labour/equality/employment\\_equity/tools/guidelines/gdln2.shtml](http://www.hrsdc.gc.ca/eng/labour/equality/employment_equity/tools/guidelines/gdln2.shtml)

Also, "Employees need to understand clearly that employment equity and merit are not mutually exclusive. Employment equity is in fact a commitment to merit, as reflected in the title of the report prepared by the Parliamentary Committee which studied Bill C-64, the new Employment Equity Act. (Report of the Standing Committee on Human Rights and Disabled Persons, Employment Equity: A Commitment to Merit, tabled June, 1995.)

[http://www.hrsdc.gc.ca/eng/labour/equality/employment\\_equity/tools/guidelines/gdln4.shtml](http://www.hrsdc.gc.ca/eng/labour/equality/employment_equity/tools/guidelines/gdln4.shtml)

A quote from the document mentioned, Employment Equity: A Commitment To Merit, by Dr. Rey D. Pagtakhan, M.P., Chair, June 1995, on page 7, it says: "Positive public perceptions are critical to the success of any government policy and the Committee believes that concerns pertaining to reverse discrimination, quotas and preferential treatment must be alleviated to the fullest extent possible. Indeed such actions as job advertisements that appear to discourage applications from non-designated group members must be prohibited. Even though this type of employment practice violates the Canadian Human Rights Act, it still creates misconceptions about the nature of employment equity, and it also serves to destroy the credibility of such initiatives."

This means NO REVERSE DISCRIMINATION, QUOTAS OR PREFERENTIAL TREATMENT, and NO RESTRICTIVE JOB ADVERTISEMENTS (which means no barring).

The Commission people are also supposed to know that if you are going to displace someone you warn them and allow them to object, due process. Section 19 of the CHRA mentions people are to be notified and object ("the Canadian Human Rights Commission shall afford each person directly concerned with the matter an opportunity to make representations with respect thereto").

CHR Annual Report 1991, page 49: "The first thing that needs to be said is that there are still many people with qualms about legislating fairness in employment at all, who continue to raise the specters of racial quotas or reverse discrimination. ... The object of employment equity is what it says: offering all qualified candidates a fair and equal opportunity to obtain work."

Notice the specter of racial quotas or reverse discrimination. I am raising this specter.

And, just so you know what is really going on and that you are being used as pawns, there was an article "Copps woos minorities, promises more federal jobs", Canadian Press, May 31, 2003, said "VANCOUVER -- Liberal leadership hopeful Sheila Copps is promising to double the number of visible minorities in federal service if she is elected prime minister. ... In the text of a speech to be delivered last night to a meeting of ethnic groups in Vancouver, Ms. Copps urges people in the audience who like the sound of that to join the Liberal Party and vote for her."

<http://www.globeandmail.com/servlet/ArticleNews/TPStory/LAC/20030531/UCOPPQQ//?query=Copps>  
(no longer at this web address)

This is what is really going on, it has nothing to do with rights but is just some politician trying to use the promise of government jobs to get votes. This is election rigging and corruption.

And if some two-bit politician can give away some one's job then consider me a politician that gives away your job.

And if you want to be a hero to special interest groups trying to get special treatment and preferences for themselves, do it with your job, not someone else's.

I have more information if required.

## COMPLAINT

### Complainant:

Barry Ceminchuk  
Box 51047 RPO Highlands  
Edmonton, Alberta T5W 5G5

### Respondent:

Any politician or political party pushing for preferences, that is displacing, barring and/or passing over white men.

I ask the Human Rights Commission to let me know of any politicians that have been pressuring the Canadian Human Rights Commission members and staff for race and gender preferences with hiring and promotions.

These politicians will then become the Respondents for this complaint.

### ACTIONS THAT VIOLATE

This is in violation of CHRA Section 12 ("incites").

This is also in violation of the following:

1.1. Canadian Human Rights Commission (CHRC) document, GUIDE TO SCREENING AND SELECTION IN EMPLOYMENT, heading "SPECIAL PROGRAMS AND EMPLOYMENT EQUITY" says "However, in the event of a complaint, the employer must be able to show that the data collected have not been used to discriminate, either in the hiring process or later when deciding promotion opportunities."

This document is at:

[http://www.chrc-ccdp.gc.ca/publications/screening\\_employment-eng.aspx](http://www.chrc-ccdp.gc.ca/publications/screening_employment-eng.aspx)

This means no preferences.

1.2. And/or violate MERIT (which is "Sacred Ground" (from CHRC document) and the best-qualified people should get the jobs, regardless of their race, sex).

1.3. Criminal code provisions with influencing offices, advantage and public trust, and election offences and corrupt practice.

### Relief:

The perpetrators will compensate their victims.

The perpetrators will make a public apology and advertise on television and radio and in the print media that white men, whites and men have rights too.

All people involved will immediately give up their job, they are barred from their job, or displaced from

their job or passed over. This is doing to them what they have done to others. That these people did not think that far is their problem. Did not think of that? Too bad, dummies. They get the same warning and due process they gave to those they steal from. And, if this does not get rid of these "steal from white guys" people then, as any moron can give away anyone's job, I give away the job of these people, or if some two-bit politician can give away someone's job then consider me a politician that gives away their job.

What, you steal from people and not compensate them? Simpleton thief and third world thinking. Even if you can steal jobs, you still compensate people. And, if you infringe on rights you still compensate people.

That some politician will try to use some guy's job to be a hero to special interest groups trying to get preferences for themselves is inexcusable. And, that many do not think this far is even more inexcusable.

Date: October 29, 2012

Signed:

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