

There are documents for two complaints here:

- A. #20130165 (PROMOTING STEALING JOBS FROM WHITE GUYS) and
- B. #20130386 (BLOCKING REVERSE DISCRIMINATION COMPLAINTS)

CANADIAN HUMAN RIGHTS COMMISSION (CHRC) FILE #20130165A (now #20130165)

Respondent: The Canadian Human Rights Commission and staff.

COMPLAINT A. PROMOTING STEALING JOBS FROM WHITE GUYS.

Actions:

Current and ongoing, last summer there was a news report of many restricted jobs (barring white men) being posted at the website www.jobs.gc.ca. There have also been many news stories mentioning preferences in the newspapers (Election Canada, Department of Defense, etc.), and I have information of others (RCMP, military and many others). 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.

This is a discriminatory policy based on race and sex. White men are treated differently in that they are passed over and/or displaced and barred from jobs. This is a loss of opportunity and/or denial of employment. Some are also deterred from applying.

This affects my job and business (products, using my computer knowledge to develop products) opportunities. This also affects whether I will start a political party (to be called Looter Party) and use the jobs of those involved and government jobs for votes and support. This also affects all white men and women only jobs discriminate against men including minority men and minority only discriminates against some women. This is also in the public interest and I am a member of public.

Also, the webpage entitled "Special programs and other measures", at: http://www.chrc-ccdp.ca/legislation_policies/special_programs-eng.aspx is saying anyone can steal jobs from white guys.

Commission people are not properly communicating the limits of special programs and Employment Equity, and do not seem to understand the concept of a limit.

ACTIONS THAT VIOLATE

1. This is in violation of CHRA Section 12, incites and an intention to discriminate, and section 10.

2. Canadian Human Rights Commission (CHRC) document, GUIDE TO SCREENING AND SELECTION IN EMPLOYMENT, heading "SPECIAL PROGRAMS AND EMPLOYMENT EQUITY" says "Commission policy permits employers to collect the data they require to plan and support special programs, even though the information collected may touch upon one of the prohibited grounds. 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

LIMITS: As I have explained this many times and am not getting through to Commission people, I will try again.

Notice the phrase “However, in the event of a complaint”, this means that COMPLAINTS CAN BE MADE, complaints are not to be blocked.

Notice “have not been used to discriminate” this means special programs and employment equity are NOT TO DISCRIMINATE AGAINST ANYONE. This also means no reverse discrimination, displacing, passing over, barring. This also shows a standard to be applied to a complaint. And, what the limit to CHRA Section 16 is supposed to be.

If Commission people do not understand this then I suggest you all resign, you are not up to the job. As a Systems Analyst I have come across people who have trouble understanding complex issues, but this is very simple and very basic and to be blunt, I question the poor reading and thinking skills of Commission people.

There are also the issues of the merit principle, the criminal code and all the other points I have mentioned in other complaints and documents, like no reverse discrimination, no quotas, no preferences, no restrictive advertising.

These are the limits to special programs, employment equity and whatever other label you try. Your own documents say this, if this is too complicated for you that is your problem, smarten up, you are affecting people and stealing jobs from decent hardworking people (displacing, passing over and barring) and seem to be unable to think that far.

I also have more information but do not want to give the information to the respondent in case they try some other simpleton drivel. I do not trust Commission people, I am convinced they are part of the steal jobs from smarter and better white guys, and jerk white guys complaints around with drivel, crowd. The reaction to my many previous documents show this, if you were not, and truly cared about rights you would be saying you are sorry and compensating your victims. That you are not doing such shows what you really are.

3. 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 and election rigging.

4. 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. Another standard for the complaint.

And from HRC documents hiring is to be on merit (*A.G. v. Greaves*). A quote from the document *Employment Equity: A Commitment To Merit*, by Dr. Rey D. Pagtakhan, M.P., Chair, June 1995, on page 7, “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." NO preferential treatment and no restrictive job advertisements, which means no barring white men.

Also, Document 1: Overview of Employment Equity, "should not be construed ... to contradict the merit principle in the public sector"

www.hrsdc.gc.ca/eng/labour/equality/employment_equity/tools/guidelines/doc1.shtml

5. There are other points mentioned in my Document of October 29, 2012, pages 6 through 11 (Bill of Rights (construed not to infringe), etc.) which I have not mentioned because of the 3 page limit.

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

7. An appropriate quote, from CHR 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.

8. There have been some politicians that have said "Federal departments should continue to reach out to under-represented groups, but final hiring decisions will be based on merit." which is what should be done.

Relief:

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.

I also want an impartial arbitrator involved with this, the Commission is not impartial being involved with a complaint against them. And, I want to be notified and rebut any submissions by the Commission. And, I want to have the right to agree as to who the arbitrator is, I do not trust Commission people, any Commission people including those from provincial Commissions. I get the impression there is an agreement among the Commissions to promote these actions and block complaints.

Date: March 15, 2013
Barry Ceminchuk

Respondent: The Canadian Human Rights Commission and staff.

COMPLAINT B. BLOCKING REVERSE DISCRIMINATION COMPLAINTS.

Actions:

Current and ongoing, the Commission has blocked reverse discrimination complaints.

I have been told by a Commission staff member in January 2013 that such complaints are “common” and that “they will not get anywhere”.

This shows that reverse discrimination complaints involving displacing, passing over and barring white men from jobs, which is stealing jobs from them are being blocked. And that there have been many such complaints.

This is a discriminatory policy, a denial of the service of processing complaints based on race and sex (Section 5). White men are treated differently in that their complaints are blocked. This is also removal of their rights.

It is also a violation of Section 12 (calculated to incite others to discriminate) by protecting the discriminators.

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

The above shows that anyone can steal jobs from white guys and that complaints will be blocked. This means that white men have no rights and anyone can steal, displace, passover and bar them from jobs and the Commission will protect the thieves. Again, this seems to be too complicated for Commission people but that is their problem.

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

This affects all white men, I am a white man. I have also made reverse discrimination complaints. This is also in the public interest. I am anyone and I am part of the public.

I also want to know how many reverse discrimination complaints were blocked by the Commission and who the complainants were. Either provide them with my contact information or provide me with their contact information.

ACTIONS THAT VIOLATE

1. This is in violation of CHRA Section 5 and 12.
2. Canadian Human Rights Commission (CHRC) document, GUIDE TO SCREENING AND SELECTION IN EMPLOYMENT, heading “SPECIAL PROGRAMS AND EMPLOYMENT

EQUITY“ says “Commission policy permits employers to collect the data they require to plan and support special programs, even though the information collected may touch upon one of the prohibited grounds. 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.”

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Notice “have not been used to discriminate” this means special programs and employment equity are NOT TO DISCRIMINATE AGAINST ANYONE. This also means no reverse discrimination, displacing, passing over, barring. This also shows a standard to be applied to a complaint. And, what the limit to CHRA Section 16 is supposed to be.

If Commission people do not understand this then I suggest you all resign, you are not up to the job. As a Systems Analyst I have come across people who have trouble understanding complex issues, but this is very simple and very basic and to be blunt, I question the poor reading and thinking skills of Commission people.

There are also the issues of the merit principle, the criminal code and all the other points I have mentioned in my other complaints and documents, like no reverse discrimination, no quotas, no preferences, no restrictive advertising.

These are the limits to special programs, employment equity and whatever other label you try. Your own documents say this, if this is too complicated for you that is your problem, smarten up, you are affecting people and stealing jobs from decent hardworking people (displacing, passing over and barring) and seem to be unable to think that far.

I also have more information but do not want to give the information to the respondent in case they try some other simpleton drivel. I do not trust Commission people, I am convinced they are part of the steal jobs from smarter and better white guys, and jerk white guys complaints around with drivel, crowd. The reaction to my many previous documents show this, if you were not, and truly cared about rights you would be saying you are sorry and compensating your victims. That you are not doing such shows what you really are.

3. 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 and election rigging.

4. Commission documents also say NO reverse discrimination, NO unfair advantage, NO quotas, NO preferential treatment. "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. Another standard for the complaint.

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

7. An appropriate quote, from CHR 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.

8. There have been some politicians that have said "Federal departments should continue to reach out to under-represented groups, but final hiring decisions will be based on merit." which is what should be done.

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. 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.

I also want an impartial arbitrator involved with this, the Commission is not impartial being involved with a complaint against them. And, I want to be notified and rebut any submissions by the Commission. And, I want to have the right to agree as to who the arbitrator is, I do not trust Commission people, any Commission people including those from provincial Commissions. I have had a brief conversation with Barbara Hall (Chief Commissioner Ontario HRC) and do not think she has the appropriate knowledge to properly evaluate this and do not want her involved. Besides Ontario is well known for displacing, passing over and barring white men. I get the impression there is an agreement among the Commissions to promote these actions and block complaints.

Date: March 15, 2013
Barry Ceminchuk