

**Human Rights Tribunal of Ontario****Application under Section 34 of the *Human Rights Code* (Form 1)**

(Disponible en français)

[www.hrto.ca](http://www.hrto.ca)**How to Apply to the Human Rights Tribunal of Ontario****Before you start:**

1. Read the questions and answers below to find out if the Human Rights Tribunal of Ontario (the Tribunal) has the ability to deal with your Application.
2. Download and read the **Applicant's Guide** from the Tribunal's web site [www.hrto.ca](http://www.hrto.ca). If you need a paper copy or accessible format, contact us:

Human Rights Tribunal of Ontario  
655 Bay Street, 14th floor  
Toronto, Ontario  
M7A 2A3

Phone: 416-326-1312 Toll-free: 1-866-598-0322  
Fax: 416-326-2199 Toll-free: 1-866-355-6099  
TTY: 416-326-2027 Toll-free: 1-866-607-1240  
Email: [HRTO.Registrar@ontario.ca](mailto:HRTO.Registrar@ontario.ca)  
Website: [www.hrto.ca](http://www.hrto.ca)

The Tribunal has other guides and practice directions to help all parties to an Application understand the process. Download copies from the Tribunal's website or contact us.

3. Complete each section of this Application form. As you fill out each section, refer to the instructions in the Applicant's Guide.

**Getting help with your application**

For free legal assistance with the application process, contact the **Human Rights Legal Support Centre**.

Website: [www.hrlsc.on.ca](http://www.hrlsc.on.ca), Mail: 180 Dundas Street West, 8th floor, Toronto, ON M7A 0A1, Tel: 416-597-4900,  
Toll-free 1-866-625-5179, Fax: 416-597-4901, Toll-free 1-866-625-5180, TTY 416-597-4903, Toll-free 1-866-612-8627.

**Questions About Filing an Application with the Tribunal**

The following questions and answers are provided for general information. They should not be taken as legal advice or a determination of how the Tribunal will decide any particular application. For legal advice and assistance, contact the **Human Rights Legal Support Centre**.

**Who can file an Application with the Tribunal?**

You can file an Application if you believe you experienced discrimination or harassment in one of the five areas covered by the Ontario Human Rights Code (the Code). The Code lists a number of grounds for claiming discrimination and harassment. To find out if you have grounds for your complaint under the Code, read the **Applicant's Guide**.

**What is the time limit for filing an Application?**

You can file an Application up to one year after you experienced discrimination or harassment. If there was a series of events, you can file up to one year after the last event. In some cases, the Tribunal may extend this time.



# Human Rights Tribunal of Ontario

## Application under Section 34 of the Human Rights Code (Form 1)

### The discrimination happened outside Ontario. Can I still apply?

In most cases, no. To find out about exceptions, contact the Human Rights Legal Support Centre.

### My complaint is against a federal government department, agency, or a federally regulated business or service. Should I apply to the Tribunal?

No. Contact the Canadian Human Rights Commission. Web: <http://www.chrc-ccdp.ca>. Mail: 344 Slater Street, 8th Floor, Ottawa, Ontario K1A 1E1. Phone: (613) 995-1151. Toll-free: 1-888-214-1090. TTY: 1-888-643-3304. Fax: (613) 996-9661.

### Should I use this form if I am applying because a previous human rights settlement has been breached?

No. If you settled a previous human rights application and the respondent did not comply with the settlement agreement, use the special application called **Application for Contravention of Settlement, Form 18**. For a paper copy, contact the Tribunal.

### Can I file this Application if I am dealing with or have dealt with these facts or issues in another proceeding?

The Code has special rules depending on what the other proceeding is and at what stage the other proceeding is at. **Read the Applicant's Guide and get legal advice, if:**

1. You are currently involved in, or were previously involved in a civil court action based on the same facts and asked for a human rights remedy; **or**
2. You have ever filed a complaint with the Ontario Human Rights Commission based on the same subject matter; **or**
3. You are currently involved in, or were previously involved in another proceeding (for example, union grievance) based on the same facts.

### How do I file an Application on behalf of another person?

To file an Application on behalf of another person, you must complete and file this Application Form (Form 1) as well as an Application on Behalf of Another Person (Form 4). When completing this Application, you must check the box in Question 1 that indicates you are filing an Application on Behalf of Another Person. You must provide your name and contact information in Question 1.

The completed Form 4 can be attached to your Application or sent to the Tribunal separately by mail, fax or email. If sent separately, it must be sent within **five (5) days** following the filing of your Application.

For more information on Applications on behalf of another person, please see the Tribunal's Practice Direction.

**Note:** If you are a lawyer or other legal representative assisting an applicant with their Application do not use the Application on Behalf of Another Person (Form 4) to provide your details. A lawyer's or other legal representative's details should be provided in section 3, "Representative Contact Information," of this Application (Form 1).

### Learn more

To find out more about human rights in Ontario, visit [www.ohrc.on.ca](http://www.ohrc.on.ca) or phone 1-800-387-9080.





# Human Rights Tribunal of Ontario

## Application under Section 34 of the Human Rights Code (Form 1)

**Instructions:** Complete all parts of this form, using the **Applicant's Guide** for help. If your form is not complete, the Tribunal may return it to you. This will slow down the application process. At the end of this form, you will be required to read and agree to a declaration that the information in your Application is complete and accurate (if you are a lawyer or legal representative assisting an applicant with this Form 1, please see the **Practice Direction On Electronic Filing of Applications and Responses By Licensed Representatives**).

### Contact Information for the Applicant

#### 1. Personal Contact Information

☐ Check here if you are filing an Application on Behalf of Another Person. **Note:** you must also complete a Form 4.

**Please give us your personal contact information. This information will be shared with the respondent(s) and all correspondence from the Tribunal and the respondent(s) will go here.** If you do not want the Tribunal to share this contact information, you should complete section 2, below, but you must still provide your personal contact information for the Tribunal's records.

<b>*First Name</b> Christine		<b>Middle Name</b> Urselee		<b>*Last Name</b> Officer	
<b>Street #</b> 5955	<b>Street Name</b> Glen Erin Drive			<b>Apt/Suite</b> 22	
<b>City/Town</b> Mississauga		<b>Province</b> Ontario	<b>Postal Code</b> L5M 5N9	<b>Email</b> officerchristine@gmail.com	
<b>Daytime Phone (e.g. 999-999-9999)</b> 647 628 3553		<b>Cell Phone (e.g. 999-999-9999)</b> 647 628 3553		<b>Fax (e.g. 999-999-9999)</b>	<b>TTY (e.g. 999-999-9999)</b>

**What is the best way to send information to you?**

(If you check email, you are consenting to delivery of documents by email)

☐ Mail

☒ Email

☐ Fax



# Human Rights Tribunal of Ontario

## 2. Alternative Contact Information

If you want the Tribunal and respondent(s) to contact you through another person, you must provide contact information for that person below. You should fill this section out if it will be difficult for the Tribunal to reach you at the address above or if you want the Tribunal to keep your contact information private. **If you complete this section, all of your correspondence will be sent to you in care of your Alternative Contact.**

First (or Given) Name		Middle Name	Last (or Family) Name	
Street #	Street Name			Apt/Suite
City/Town	Province Ontario	Postal Code	Email	
Daytime Phone (i.e. 999-999-9999)	Cell Phone (i.e. 999-999-9999)	Fax (i.e. 999-999-9999)	TTY (i.e. 999-999-9999)	

**What is the best way to send information to you at your alternative contact?**  
(If you check email, you are consenting to delivery of documents by email)

☐ Mail

☐ Email

☐ Fax

## 3. Representative Contact Information

**Complete this section only if you are authorizing a lawyer or another Representative to act for you.**

☐ I authorize the named organization and/or person to represent me

My representative is:

<input type="checkbox"/> Lawyer	LSUC#
<input type="checkbox"/> Paralegal	LSUC#
<input type="checkbox"/> Legal Support Centre	

☐ Other- please specify the Nature of Exemption from licensing requirements in the text below:

Nature of Exemption (e.g. family member, unpaid friend)





# Human Rights Tribunal of Ontario

Please choose the type of Representative:

☐ A) Organizational Representative ☐ B) Individual Representative

## A) Organizational Representative

Full Name of Representative Organization

Lom Nava Cooperative Home Inc. Board of Directors

Name of the Contact Person from the Organization

First (or Given) Name

Philp

Last (or Family) Name

Gray

Street #

5955

Street Name

Glen Erin Drive

Apt/Suite

79

City/Town

Mississauga

Province

Ontario

Postal Code

L5M5N9

Email

lomnava@bellnet.ca

Daytime Phone (i.e. 999-999-9999)

905 821- 7622

Cell Phone (i.e. 999-999-9999)

Fax (i.e. 999-999-9999)

TTY (i.e. 999-999-9999)

What is the best way to send information to your representative?

(If you check email, you are consenting to delivery of documents by email)

☐ Mail

☒ Email

☐ Fax

## Contact Information for the Respondent(s)

### 4. Respondent Contact Information

Provide the name and contact information for any respondent against which you are filing this Application.

Please choose the type of respondent:

☒ A) Organization Respondent ☐ B) Individual Respondent

### A) Organization Respondent

Name the organization you believe discriminated against you. You should also indicate the contact person from the organization to whom correspondence can be addressed.



# Human Rights Tribunal of Ontario

Full Name of Organization

Precision Property Management Inc.

## Name of the Contact Person from the Organization

First (or Given) Name

Philip

Last (or Family) Name

Eram

Title

President

Street #

22

Street Name

Goodmark Place

Apt/Suite

22

City/Town

Toronto

Province

Ontario

Postal Code

M9W 6R2

Email

Daytime Phone (i.e. 999-999-9999)

416 675 2223

Cell Phone (i.e. 999-999-9999)

Fax (i.e. 999-999-9999)

416 675 0170

TTY (i.e. 999-999-9999)

Are there any additional respondents? ☒ Yes ☐ No

## Additional Respondent Contact Information

Please choose the type of respondent:

☐ Organization Respondent

☒ Individual Respondent

## Additional Individual Respondent

Name the person you believe discriminated against you (the Respondent).

First (or Given) Name

Caroline

Middle Name

Last (or Family) Name

Carty





# Human Rights Tribunal of Ontario

Street #	Street Name	Apt/Suite	
2736	Folkway drive	79	
City/Town	Province	Postal Code	Email
Mississauga	Ontario	L5L 2G4	
Daytime Phone (i.e. 999-999-9999)	Cell Phone (i.e. 999-999-9999)	Fax (i.e. 999-999-9999)	TTY (i.e. 999-999-9999)
	416 820 6161		

Add Another Respondent

## Grounds of Discrimination

### 5. Grounds Claimed

The Ontario Human Rights Code lists the following grounds of discrimination or harassment. Put an "X" in the box beside each ground that you believe applies to your Application. You can check more than one box.

- ☐ Race
- ☐ Colour
- ☐ Ancestry
- ☒ Place of Origin
- ☐ Citizenship
- ☐ Ethnic Origin
- ☐ Disability
- ☐ Creed
- ☐ Sex, Including Sexual Harassment and Pregnancy
- ☐ Sexual Solicitation or Advances
- ☐ Sexual Orientation
- ☒ Gender Identity
- ☒ Gender Expression
- ☐ Family Status
- ☐ Marital Status
- ☐ Age
- ☒ Receipt of Public Assistance (Note: This ground applies only to claims about Housing)
- ☐ Record of Offences (Note: This ground applies only to claims about Employment)
- ☒ Association with a Person Identified by a Ground Listed Above
- ☒ Reprisal or Threat of Reprisal



# Human Rights Tribunal of Ontario

## Areas of Discrimination under the Code

### 6. Area of Alleged Discrimination

The Ontario *Human Rights Code* prohibits discrimination in five areas. Put an "X" in the box beside the area where you believe you have experienced discrimination (choose one). Read the **Applicant's Guide** for more information on each area.

- ☐ Employment (Complete Form 1-A)
- ☒ Housing (Complete Form 1-B)
- ☐ Goods, Services and Facilities (Complete Form 1-C)
- ☐ Contracts (Complete Form 1-D)
- ☐ Membership in a Vocational Association (Complete Form 1-E)

Does your Application involve discrimination in other areas? ☒ Yes ☐ No

If "Yes", put an "X" in the box beside any other area where you believe you experienced discrimination:

☐ Employment ☒ Housing ☒ Goods, Services or Facilities ☒ Contracts ☐ Vocational Association

## Facts that Support Your Application

### 7. Location and Date (see **Applicant's Guide** )

Please answer the following questions.

a) *Did these events happen in Ontario?	<input checked="" type="radio"/> Yes	<input type="radio"/> No
b) In what city/town?	Mississauga, Ontario	
c) *What was the date of the last event? (dd/mm/yyyy)	19/09/2013	
d) If you are applying more than one year from the last event, please explain why:  The reason why I am applying more than one year to show the abuse and discrimination against members within our co-op community. There are extensive proof of activities held with silencing members with threats and legal threats to cover up corruption throughout authorities without having proper meetings held with mediation, resolutions to resolve matters immediately which is violating the Co-op movement rights. Co-ops are democratically run by members and by-laws are part of co-op's governing documents and need to be distributed among membership to enforce guiding principals for the community.		

### 8. What Happened





# Human Rights Tribunal of Ontario

\*In the space below, describe each event you believe was discriminatory.

For each event, be sure to say:

- **What** happened
- **Who** was involved
- **When** it happened (day, month, year)
- **Where** it happened

Be as complete and accurate as possible. Be sure to give details of every incident of discrimination you want to raise in the hearing.

The following events I feel were discriminating are the following;

1. Letter sent on September 19, 2013 and received on this date advising Lom Nava Co-op members about management staff change. Effective September 20, 2013, Ms. Caroline Carty will no longer be serving as your Property Manager. During this transition Precision appointed Ms. Hedi Ingravalle, Operations Co-ordinator from their head office to ensure services to members until steps are taken to finalizing permanent staffing.

- This shows proof of mismanagement of Precision Property Management Inc. serving Lom Nava Co-op members on there letter head document sent out to all members this message at the bottom of letter "ethical, Efficient and engaged", if this were true other members would not have taken the time to fill out human rights application living in affordable housing if the facts were false.

- Precision Property Management Inc. is responsible for ensuring Property Manager performance is serving all members in the best interest of the Co-op principles for quality service in a professional manner.

2. Letter Dated for: July 11, 2013 - Received on July 12, 2013 approximately 3:30pm

I had to wait until July 12, 2013 from Caroline Carty to see if rental of community room was granted. Any member would be upset at this behavior of Property Manager waiting for the last minute to respond. This action does not leave member time to set up for function planned for July 13, 2013 and expect payment of \$25.00 added to member rent charge. I paid it, due to the situation I am in with communication limitations to resolve issues immediately. This was unfair for me to wait so long for a answer, that is not being fair at all.

3. Letter Dated for :February 14, 2013 Re: Direct Deposit to Unit # 22

- Sent by Property Manager ; Caroline Carty to my residence Unit # 22 mail box - hand delivered

- Letter was sent on above date to inform me of TD Canada Trust is no longer Co-ops' banking institution. As an result and effective immediately, housing charge(rent) payments will only be accepted by cheque or money order.

- This letter is limiting me from my options and rights of paying rent the fastest and accurate way by debiting from my personal account, instead of paying \$6.00 to \$7.50 extra charge for money order, I don't use cheques for years.

- This has taken time away from me just taking a walk 20 feet approximately and paying my rent in the office without being discriminated upon.-My income at this present time is from social assistance ( Ontario Works)why am I spending extra monies? ( this is discrimination of access to member).

3. Telephone Call was made by me to Laura Simpson - Region of Peel on February 20, 2013 Re: RGI Package delivered and the time frame deadline for members.

- I Christine Officer was directed by Laura Simpson to write a letter to inform Board and Staff of my concerns pertaining to the RGI packages and confidentiality of packages were handled(delivered by hand by a director) which is not ethical.

4. Letter Dated for: February 21, 2013 Re: RGI Package from Unit #22

- I Christine Officer wrote an letter to advise the Board and Staff of Lom Nava Co-op of RGI package handing in late, due to the short notice of members accurately gathering information correctly to ensure security of staying in unit and required a extension to collect the rest of my information needed. Why are members being set-up for failure?

- I later received a letter February ,2013a later stating that extra time was granted to the RGI members of deadline of packages returned to office of Co-op.

5. March 12, 2012 - Minutes with the Board of Directors for up-date of the Resource Centre

- I Christine Officer was given three questions from the Board to answer about the Resource Centre and rough copy of survey given to Board to oversee any questions pertaining to it.

- Waramé Warsame attacked me(verbally) in the meeting saying "I don't know what I'm talking about and this information is nonsense....! Pointing his fingers(hand gestures) to me and over my lab top. I refuse to talk any further. Rest of the Board





# Human Rights Tribunal of Ontario

agreed to for me to distribute Survey's out and provide results of 3 question asked by Board of Directors and membership .

## 6. April 2012

Community assessment survey's went out to Lom Nava Co-op members to find out what resources are needed within the community. I proposed to have a Lom Nava Co-op resource centre to help all demographics of members, members children to enhance their personal skill sets to be productive members of Co-op.

## 7. June 12, 2012 Re: Members legal Rights to have Co-op By-laws

I Christine Officer inquired (wrote a letter to board and Staff) again about Co-op By-laws to all membership to know there rights and still the Board and Staff refuses the members to know their rights, why?

## 8. Members Satisfaction Survey "Getting Management Right 2012" went out by the Coalition

Due Dated was September 21, 2012 - to be returned at unit #22 (me) and Unit # 61

- The Board and Staff went neck to neck with the Coalition in order to confuse membership of what's really going on and decided to intervene with Co-op members filling out a simple survey letting members have a voice.( What are they hiding?)

9. Survey went out by Board of Director Benna .O unit #27: Sept.21.12 - Why on this same date? below shows abuse of powers from Board and Staff.

- On Fri. Sept.21.12 – survey's went out to the majority of membership but 2 members I know of about having laugh, learn and play children's program. On some of the survey's it states to fill out and return to office and other's to return to unit #27 on specialized hand written on survey's.

(The Board of Directors and Staff decided to work so fast and efficiently to get this program moving forward to block all angles of me to protested against this decision made unethical and biased manner and I was one of the members that had not received a survey, they hid it from me , but end up finding out after members were confused which survey is this now ....didn't you do one in April sometime? This was sabotage done to me and making me look I wasn't professional!)

In addition:

- One of the survey's ended up in my mailing box, thinking it was the resource centre surveys, this shows that membership got confused on programs being offered into the community. Benna and Caroline and the Board pushed Christine Officer out, to make space for Benna .O to come in without any knowledge how this community has been running for years. This is Benna .O ever stepping up to the plate, her first time ever volunteering into anything of membership of Lom Nava Co-op activities.

-The Board and Staff of Lom Nava Co-op has ignored the facts....I have been the most engaging and help the community of members with real situations , while some board members are looking for self-praise without any action.

- The Board and Staff has shown ignorance to who has been community oriented within this co-op over the years of hard work pulling this community together.

10. I received letter dated Sept.21.12, the actual date was Sun. Sept. 23.12. Philip Gray President of the Board of Director hand delivered at my door. This action was unethical of a Board member to do, especially the "President" should have known better.

- This letter stated that the board would like to meet with me finally, after being ignored for months when inquiring to meet with them in the first place. The Board insulted by intelligence by stating "Proposed Resource Centre" and wanted more information. At this time, I felt the Board was giving me a hard time to find ways to get rid of the Resource Centre that's why the Board of director felt they could put off my requests for final meeting they prolonged for months to come up with a plan against me and the members of Lom Nava Co-op confused.

In addition:

- The Board and Staff appointed me to be the Alternate Delegate representing Lom Nava Co-op CHFC - Co-operative Housing Federation of Canada at the Niagara Falls AGM from June 6-9, 2012 and regrettably, the Co-op is unable to provide funding to cover the cost of the convention so approval is with the condition that you are responsible for any cost/all coats required to attend.

- I sent a letter with Delegate - Melanie Stenson unit #8 regarding the Resource Development Centre for Lom Nava Co-op. and was told to over 900 Co-ops what was currently happening within Lom Nava Co-op.

(by the Board of Directors acting in this behaviour are acting like they never new what was going on all these month talking about the progress of the Resource Centre...wow I can't believe the deceitfulness of the Board and Staff...very biased!)





# Human Rights Tribunal of Ontario

11. On September 24, 2012

- I wrote the Board and Staff a letter responding that I will not be able to attend meeting with them with short notice, had other obligations and would not be available until October 2012.

12. I received a letter on Oct 3.12 from the Board and Staff stating by unanimously vote to rescind forthwith any prior items that you are responsible for. The 2012 board has overturn 2011 Board decision of approving the resource centre. Stated that there is many resource centre in the demographic and the liability would be too much, therefore you need to pack up your things from resource centre and get out by Oct.11. 12 locks will be changed, in other words your evicted.

13. On October 11, 2012

- I called the police on Oct 11.12 @10:30pm aprox. spoke to constable Kim badge #1669C and told her about the eviction of the resource centre. She told me to give her Caroline Carty the Property Managers cell number and I did. Kim called me back and told me I was allowed to get belongings from 9:00am – 12noon on Oct.12.12 and if there is any problems eg; stolen goods to contact her.

14. On Oct.12.12 @ 10:30 am Paul Hubbard and Melanie Stenston, Tashawn(my son), Tashawndra(my daughter) came with me as witness's to help me move all items from resource centre. Asked Caroline Carty type letter that you received the room with no damages done and area clean of all items(pictures were taken). We finished at 11:30pm.

15. Put in a resolution on Oct. 12 to overturn Board decision to evict me and under-mind the resource centre and supplement with The laugh, learn & play program instead.

I Christine Officer delivered a Hard Copy of documents (witness by unit # 4) for members resolution of the Resource Development Centre located where old laundry facilities were in the past on Lom Nava Co-op premises.

- I walked over to the office with unit #4 to hand deliver resolution to Caroline Carty and the Board of Directors about evicting me from the resource centre and let the members vote democratically.

- Caroline and Board of directors ignored my resolution and never responded to me, like nothing was written?

- The Board of Directors never gave me chance to hear my side of the story, instead they believed everything Ms. Carty directed to do further.

16. October 12, 2012 a flyer sent out to all members Re: October 13, Meet & Greet

Stating the membership of Lom Nava Co-op to not attend this meeting by the Coalition members from Caroline Carty and the Board of Directors. Little did they know this meeting were to give information on co-op principals, what is a co-op? and many other educational tools for members.

- This letter was sent out as a threat saying members can't have any meetings or freedom of speech of informing members there rights and education. The letter was sent out to membership immediately to threaten members not to participate in meet and greet event.

- The coalition are members of Lom Nava Co-op and have not crossed our legal rights as humans, so why the harsh actions taken against each one of us of the coalition members.

17. October 18, 2012 - Re: Lom Nava Co-operative Inc. (The Co-operative) Our file B7451

- Delivered by Courier from ILER CAMPBELL LLP

1. Notice of No Trespass

- Please do not enter the office of the Co-operative

- The Board of directors of the Co-operative has directed us to serve you with a Notice of No Trespassing banning you from the office of the Co-operative. the Notice and the accompanying Schedule showing the arear from which you are banned are enclosed with this correspondence.

- We have filled with the Region of police, 11 Division. If you enter the office, you will be removed.

- If you have letters or cheques put them through the outside mail box of unit#79 where staff will retrieve them.

2. Communication to members of Co-operative

- Please immediately stop distributing communications to the full membership of the Co-operative.

- You have distributed materials that are offensive, unfounded, potentially defamatory, and not in keeping with the Co-operative principles. Members have complained about the quantity and the content of the communication that you have written together with the other members of the Take Back Our Community Coalition.

- These kinds of statement violate the nuisance provicion of Co-operative;s occupancy by-laws as stated below:





# Human Rights Tribunal of Ontario

"The Co-op is a community which includes all the residents and employees. It also is part of the larger neighbourhood community. Members must not make allow any noise, nuisance or any other act that unreasonably disturbs or interferes with any other member of these communities."

### 3. Communication to the Board and to the office

- Please communicate with the Board in writing.
- The Board and the office will no longer respond to your telephone or in-person inquires or concerns.

In addition, the board will not read or deal with communications that repeat issues you or the Coalition members have already raised. If a communication repeats issues that you or the Coalition members have already raised, it will be filed.

### 4. Consequences of failure to follow these directions

- if there are further complaints regarding written material or other behaviour that may constitute nuisance, the Board of Directors is prepared to exercise its rights under the Co-operative by-laws, up to and including issuing a notice to Appear terminating your membership and occupancy rights, that is eviction.

### 18. Postpone to GMM Nov.19 .12

- Christine Officer challenged the Board by asking the vaildilty of Edguardo Cubias, Abidighani alli Denise Murdock being on the Board.

AGM meeting was split into two meetings for 2012

- Why was the meeting split into two meetings? when there is a problem with reaching quorum within membership?
- This was set up by Board and Staff to avoid any questioning of what the Board is up too.

### 19. Dec.6.12 – "we write further to our letter of Oct.18.12 at the request of Co-operative"

#### 1. Unit Access – The co-op told us you refused entry to your unit on Nov.22.12.

The Co-operative as a right to enter under article article 5.6(b) of its occupancy by-law which says:

##### (b) Permission Not Needed

After giving a member 48 hours notice, someone appointed by the co-op can enter the member's unit, at any reasonable time, for:

- Maintenance inspections, regular or special
- Maintenance repairs or renovations, or
- Any other reasons which the board decides

You do not have the right to bar entry to anyone who has been appointed by the Co-op to enter, providing you have been given proper notice under the by-law. The Co-operative will issue a new notice of entry to conduct its inspection and we expect that you will grant access.

### 2. Consequences of failure to follow these directions

- We remind you that if there are further complaints regarding behaviour that may constitute nuisance, the board of directors is prepared to exercise its rights under the Co-operative by-laws, up and including issuing a notice to appear terminating your membership and occupancy rights,that is eviction.

- Govern yourself accordingly,
- Signed by ILer Campbell LLP – Celia Chandler

Email: cchandler@ilercampbell.com

150 John Street 7th Floor, Toronto, Ont. M5V 3E3, Tel: 416.598.0103. Fax 416.598.3484

( Where are the monies coming from to keep up with sending legal documents to members within a Co-op about governing yourself?, if they would have met with the coalition members and really read what was in the 3 packages sent out to the community(members) then they would have realized that everything were facts and accurate. With this said, these actions demonstrated from the Board and staff is unacceptable behaviours to our fellow members living in the same space)

21. May 5, 2011 Emergency Board of Directors meeting @7pm





# Human Rights Tribunal of Ontario

- In the minutes I Christine Officer(President) asked Edgardo why he called this emergency meeting, he responded to the whole Board of Directors a) Removal of a Director  
b) Management Tendering Process

-In these minutes it shows how Edgardo wanted Kathy Hubbard (VP) off the Board of Directors immediately for his personal reasoning and accusations of Kathy H making calls to the Region of Peel to find out some answers to tell the Board. It so happen that she was correct with outdated contract we were using for Co-op and some other things ...that's why we are all here today .Judy Shaw was invited into conversation and clarified to the Board this situation was miscommunication to Board of Director and Peel Region Ray .F . I Christine .O told the Board of Directors that we would have to act fairly ; no warnings were given verbally nor written, Board agreed to resolve the issue by directing Kathy H her duties and roles as a board of director(Edgardo went through steps and measures to have Mrs. Hubbard removed from the Board)

- Management tendering Process was agreed by the Board to have CHF to assist with the Management Tendering Process for Lom Nava Co-op. Judy Shaw (CHF) told the rest of the Board the procedures for this process and what to look for on contracts, Bids and property Management roles through all of these procedures.

- lastly, this meeting is proof of limitations of companies to bid for Property Management position at Lom Nava Co-op was done deliberately to have Precision Property Management Inc. to be a consistent player for the position of Management company for the next three years to come.

22. June 23, 2011 GMM - for Benna Oghojafor Eviction Appeal to membership

- For arrears over \$ 7,759.76 as of June 23, 2011

- Membership voted to let her stay pertaining to repayment plan agreeable to the Board, a letter of Children up-rooted from their homes from their present School and with the assistance of Councilor's office with outstanding arrears stating in letter of confirmation.

- In result, Ms.Oghojafor won her appeal for eviction and therefore was granted monies with her outstanding balance from government officials.

(only few are chosen to be helped within Lom Nava Co-op community, but others are threaten with eviction under "Nuisance")

23. October 26, 2010 Pre-meeting with Philip Eram with the added stipulations of the contract for clarification of contract for Lom Nava Co-op

Time: 6pm before AGM meeting with the Board of directors

Questions for Philip Eram were the following;

1. When did the administrator start employment here at Lom Nava Co-op site?
2. What are her duties ?
- 3.Who is the community development person from Precision Management Inc.?
- 4.What is the first up-coming event for Lom Nava Co-op planned to increase more participation on site?
5. Who is going to work with You (Philip) and Caroline to make this happen?

Wednesday October 26,2011 at 7:00pm Community Room Annual General Members Meeting (AGM)

- Board report was made introducing the Resource Centre coming in 2012 of January and up-coming events as usual

- 10. Election Results committee Chairperson announced that the following as lom nava Board of directors for 2010/2011:

Akila O'Connor 1 year

Christine Officer 2 year

Denise Murdock 1 year

Donna Boca 2 years

Althea Francis 2 years

Edgardo Cubias 2 years

Kathy Hubbard 2 years

This shows who were elected at the time and who are illegally on the Board today according to our by-laws of Lom Nava Co-op. There were mistakes and information missing from minutes, the minutes are not accurate, if minutes were to be called upon would it be accurate?





Ontario

# Human Rights Tribunal of Ontario

24. August 30, 2010 this letter was sent from Precision Management Company Philip Eram (President)

Cc: Joan Kaczmariski, Director Service Systems Management , Human Services Emil Kolb, Regional Chair Judy shaw, Co-operative Housing Federation of Canada Board of Directors, Lom Nava Housing Co-operative Inc.

This letter was directed to all mention above to inform the enforcement by others enforcing Lom Nava Co-op board of Director to terminate Precision Property Management Inc. which was not true , this shows the length that Precision would go to seek the contract of Co-ops.

- The board wanted to terminate for misconduct and lack of professionalism

25. Kathy Hubbard sent letter on September 14 ,2010 Co-signed by Christine Officer and Denise Murdock to Janet Menard stating that Philip Eram was wrong to put words in the Boards mouth about such gestures about Ray Farrugia of the Region of Peel was putting in words to terminate Precision Management Inc. to Lom Nava Co-op Board of Directors.

- Janet .M response was the following; we take this matter seriously and directed Joan Kaczmariski - Director of Service System Management , she understand that Joan has arranged to meet with the President to attend the Board meeting on September 27,2010 to discuss this matter further and review next steps.

(this proves that some of the Board of Directors were allies behind the scenes)

26. On September 27, 2010

I Christine Officer sent a letter to CHF, Peel Region/Commissioner and Board of Directors as well explaining the experience of other Board of directors not being truthful on what has taken place at that meeting.

27. On October 12, 2010

Nilla Johansson - currently Mrs.Goulding was the former President at that time wrote a letter to the Board/Staff , CHF-Judy Shaw and Region of Peel.

This letter were to informed all the above named that Kathy Hubbard and Christine Officer is accusing her of reimbursement of her floors completed in her unit. Nilla further states that Kathy .H accused her of preferential treatment from Caroline Carty (Property Manager) and explains the story and brings in another member of being up-set of the same reasoning mention.

- to my knowledge how can three Board of Directors members assume the same things identified?

- This shows favoritisms of members , misuse of funds, breaches, trustworthiness and accountability of Property Management being influence by the powers of a Director for favors.

## The Effect on You

### 9. How the Events You Described Affected You

\*Tell us how the events you described affected you. What was the effect (e.g. were there financial, social, emotional or mental health, or any other)?

All of the events that have taken place from 2005 - 2013 has been a living nightmare, everyday looking through my front window, front door, on my porch I wondered if change was ever going to happen for the broader community of Lom Nava Co-op. I am disappointed to know the actions taken against me and others all these years, makes me feel sick to my stomach, stressed out by sleepless nights asking myself... Why is staff, board fighting against members within the community educating, motivating, advocating for the social justice of members? when members are the decision holders on how co-op living should look like, act like (By-laws) and so on?

I Christine Officer 43 of age have done over 36 events over my ten years residing at Lom Nava Co-op inviting all members to attend and participant within activities to get to know each other and enjoy our community. I went out personally and received donations for Lom Nava Co-op as active member advertising the Co-op values and principals by giving back to communities in low- income housing.

By sitting on the Board for 7 years I had enough of the abuse, I have seen it all now... Some Board members were making self serving decisions to please Who? For example; It was 2005 or 2006 I kicked off the board with false allegations and I waited to appeal to membership and told the membership my side of the story and they were shocked that I was kicked off in





# Human Rights Tribunal of Ontario

the first place with no justification. In result I got voted back on the Board and other board members decided to step down since I was back on the Board again. I was so hurt on how my fellow board of directors treated me and now I was aware of the allies which was formed to go against me that day and many years later with the same concern of allies being formed in the wrong directions, while Property Management directing the Board behind the scenes to make impartial decisions.

Financially, the burden of transportation to Money Mart to purchase money orders for rent charge and I am on financial assistance paying from \$6 - \$7.50 fee. I live directly in front of the office...a hop, skip and jump to pay my rent. With legal requirements from the board and Staff limiting access to pay rent charges per month.

Socially, when walking through the community presently, you see a lot of changes within the community of members, some members are friendly and others so angry with facing the truth of unjustifiable actions taken by the Board and Staff. For example; no more landscapers on site ( Co-op looked awful) , no more Parking Control for members etc. The community has become divided and a lot less activities for the community to participate, participation levels have diminished.

All of the following stated above is very emotional for me to witness this community come to nothing...It will take along time to engage activities once again within this community again. Now, members stay in doors more than usual and mind their own business in fear of talking or knowing too much will result to eviction as a threat , so it would be a good idea not to talk about it.

Lastly, it has taken three years of my time to increase participation by being consistent with events for engaging within community events here at Lom Nava Co-op.

## The Remedy

### 10. The Remedy You are Asking For (see Applicant's Guide)

Put an "X" in the box beside each type of remedy you are asking the Tribunal to order. Explain why you are asking for this remedy in the space below.

☐ **Monetary Compensation**

Enter the Total Amount \$

Explain below how you calculated this amount:

1. General damages for the right to be free from discrimination
2. Damages for mental anguish
3. Damages equivalent to self-employment start - up wages
4. Expenses incurred as result of the discrimination and harrasment
5. Interest on remedies

☒ **Non-Monetary Remedy-Explain below:**

1. Address contractual duties of Property Management Company (Precision Property Management Inc. and Staff of Lom Nava Co-op
- 2.Address over-housing issues
3. End inhumane segregation/eviction as immediate response
4. No staff change/evaluation to terminate Precision's contract and dissolve the 2012-13 Board for breach.
5. Provide access to file, remove prejudicial documents, and provide letter of apology or regret.
6. End inhumane segregation by threatening eviction to members
7. Provide dates of internal membership orientation for 16yrs. older to become members

☒ **Remedy for Future Compliance (Public Interest Remedy)-Explain below:**

- 1.Forensic audit on Lom Nava Co-op books.
- 2.Eliminate hold-ups of over-housing in Lom Nava Co-op



# Human Rights Tribunal of Ontario

3. Increase policing for social housing providers abusing the system.
4. Provide assistance immediately for member complaints within time frame given
5. Reverse unfair decision used by 2012 Board to overturn 2011 approval of the resource centre for all equality.
6. The Board needs to be dissolved, denial process was discriminatory.
7. No staff change/evaluation/succession plan/members satisfaction survey and community development person on site
8. Outstanding monies for services not received by CHF for the certificates for Board 2011 for finishing 3 out of 4 workshops that were paid for which is; Workshop #4 - Understanding Your Audit and why do we pay \$10 mth. what members services?
9. Investigate several termination resolutions for denying rights.
10. Investigate 2005 - 2013 illegal evictions of members
11. Lom Nava Co-op needs by-laws distributed throughout membership to eliminate conflict within the community

## Mediation

### 11. Choosing Mediation to Resolve Your Application

Mediation is one of the ways the Tribunal tries to resolve disputes. It is a less formal process than a hearing. Mediation can only happen if both parties agree to it. A Tribunal Member will be assigned to mediate your Application. The Member will meet with you to talk about your Application. The Member will also meet with the respondent(s) and will try to work out a solution that both sides can accept. If Mediation does not settle all the issues, a hearing will still take place and a different Member will be assigned to hear the case. Mediation is confidential.

Do you agree to try mediation? ☒ Yes

## Other Legal Proceedings

### 12. Civil Court Action (see Applicant's Guide )

**Note:** If you answer "Yes" to any of these questions, you must send a copy of the statement of claim that started the court action.

*a) Has there been a court action based on the same facts as this Application?	<input type="radio"/> Yes (Answer 12b)	<input checked="" type="radio"/> No (Go to 13)
--	--	--

### 13. Complaint Filed with the Ontario Human Rights Commission (see Applicant's Guide )

**Note:** If you answer "Yes", you must attach a copy of the complaint.

*Have you ever filed a complaint with the Commission based on the same facts as this Application?	<input type="radio"/> Yes	<input checked="" type="radio"/> No
---	---------------------------	-------------------------------------

### 14. Other Proceeding - in Progress (see Applicant's Guide )

**Note:** If you answer "Yes" to question "14a" you must attach a copy of the document that started the other proceeding.

*a) Are the facts of this Application part of another proceeding that is still in progress?	<input type="radio"/> Yes (Answer 14b)	<input checked="" type="radio"/> No (Go to 15)
---	--	--

b) Describe the other proceeding:





# Human Rights Tribunal of Ontario

☐ A union grievance      Name of Union:

☒ A claim before  
another board,  
tribunal or agency      Name of board,  
tribunal, or agency:

Board of Directors of Lom Nava Co-operative Inc.  
79- 5955 Glen Erin Drive, Mississauga, ON L5M 5N9

☐ Other      Explain what the  
other proceeding is:

\*c) Are you asking the Tribunal to defer (postpone) your Application until the other proceeding is completed?

☐ Yes

☒ No

## 15. Other Proceeding - Completed (see Applicant's Guide )

**Note:** If you answer is "Yes" to question "15a" you must attach a copy of the document that started the other proceeding and a copy of the decision from the other proceeding.

\*a) Were the facts of this Application part of some other proceeding that is now completed?

☐ Yes (Answer  
Question 15b)

☒ No (Go to 16)

b) Describe the other proceeding:

☐ A union grievance      Name of Union:



# Human Rights Tribunal of Ontario

<input type="checkbox"/> A claim before another board, tribunal or agency	Name of board, tribunal, or agency:	
<input type="checkbox"/> Other	Explain what the other proceeding is:	

c) Explain why you believe the other proceeding did not appropriately deal with the substance of this Application.

## Documents that Support this Application

### 16. Important Documents You Have

If you have documents that are important to your Application, list them here. List only the most important. Indicate whether the document is privileged. See the **Applicant's Guide**.

**Note:** You are not required to send copies of these documents at this time. However, if you decide to attach copies of the documents you list below to your Application they will be sent to the other parties to the Application along with your Application.

Document Name	Why It is Important to My Application

Add more Documents





# Human Rights Tribunal of Ontario

## 17. Important Documents the Respondent(s) Have

If you believe the respondent(s) have documents that you do not have that are important to your Application, list them here. List only the most important.

Document Name	Why It is Important To My Application	Name of Respondent Who Has It

Add more Documents

## 18. Important Documents Another Person or Organization Has

If you believe another person or organization has documents that you do not have that are important your Application, list them here. List only the most important.

Document Name	Why it is Important to my Application	Name of Person or Organization who has it
1. 2005 Records of evictions from to 2005- 2013 Lom Nava Co-op.	1. Proof of lack of resources given to help members in hardship cases.	Caroline Carty /Lom Nava Co-op records
2. 2005-2013 Records of AGM meeting attendance of members.	2. Proof of attendance decreasing and elections of board.	Caroline Carty/Lom Nava Co-op records
3. 2005 -2013 Records of GMM meetings of attendance of members.	3. Proof of attendance of membership decreasing in participation.	Caroline Carty/Lom Nava Co-op records
4. 2005 -2013 Records of in camera minutes.	4. Minutes by the Board of decisions made in the best interest of Lom Nava Co-op.	Caroline Carty/Lom Nava Co-op records
5. 2005 - 2011 renewals of Precision Property Management Company contract and process of contract renewal with Lom Nava Co-op	5. The contract renewal of Precision management contract and the process taken is evidence to show how allies were formed for them to continue service	Caroline Carty/Lom Nava Co-op records



# Human Rights Tribunal of Ontario

6. All contracts for contractors hired for Lom Nava Co-op 2005- 2013	6.Evidence misuse of funds through Property Manager	6.Caroline Carty/Lom Nava Co-op
7. Home Depo Credit card usage 2005 - 2013 for Lom Nava Co-op	7. Evidence of credit card misusage of lumber order to Lom Nava Co-op	7. Caroline Carty/Lom Nava Co-op
8. Outstanding resolutions responses from the Board and Staff	8. Evidence shown that resolutions have not been addressed ...Why?	8. Caroline Carty/Lom Nava Co-op
9. Court orders for units to be fixed by maintenance ( Health Inspector Co-op site)	9. Evidence shows maintenance has not fixed unit under court order.	9. Caroline Carty/Lom Nava Co-op
10. Duplicate cheques and many adjustments with financials for Lom Nava Co-op.	10. Evidence to show many duplications of cheques with many adjustments made.	10. Caroline Carty/Lom Nava Co-op

Add more Documents

## Confidential List of Witnesses

### 19. Witnesses

Please list the witnesses that you intend to rely on in the hearing. **Note:** The Tribunal will not send this list to the respondent(s). (see [Applicant's Guide](#))

Name of Witness	Why This Witness Is Important To My Application

Add more Witnesses





# Human Rights Tribunal of Ontario

## Other Important Information

### 20. Other Important Information the Tribunal Should Know

Is there any other important information you would like to share with the Tribunal?

Over my ten years residing here at Lom Nava Co-op I have seen and heard many concerns. What this community looks like today is very divided, cold and not as engaging as it once was before.

I have watch allies formed on the Board in the most vindictive way possible to suite personal gain and not look at the broader community will pay for it in the end ...the members!

The 2012-2013 Board has turn a blind eye to facts that has been raised by individuals over and over again until the Board decided to spend monies to a lawyer to threaten other members (coalition) to stop informing members of the truth. The Board should have met with the Coalition and come to a agreement, instead they decided to discriminate against the team.

The Board and Staff has breached numerously and don't know their rights or these actions wouldn't be happening within this community. The Board only listen to Caroline Carty for the right information and ended up with all these complaints. There is proof of neglect, miss-information, no communication, no accountability, transparency and inconsistently within paper work ( a lot of mistakes made with documents, flyers etc.) Minutes are not accurate and many misconducts done by the Board by not following proper process.

The Property Manager - Caroline Carty has been calling the directions to take, her way and directing the Board to fall at the end, the Board can be charged for unfit decisions made collectively together.

## Checklist of Required Documents

### 22. Other Documents from Questions 12 to 15

Confirm whether you are sending the Tribunal any of the following documents:

- ☐ A copy of a statement of claim (from Question 12)
- ☒ A copy of a complaint filed with the Ontario Human Rights Commission (from Question 13)
- ☐ A copy of a document that started another proceeding based on these facts (from Question 14 or 15)
- ☐ A copy of a decision from another proceeding based on these facts (from Question 15)

## Application to the Human Rights Tribunal of Ontario Area of Discrimination: Housing (Form 1-B)

**Note:** Complete this form if you believe you were discriminated against in the area of housing.

## PART I



# Human Rights Tribunal of Ontario

## Questions About the Respondent(s)

**B1.** Put an "X" in the box beside each point that describes the respondent(s) in your case. Check all that apply.

- ☐ The respondent is someone I wanted to rent housing from
- ☐ The respondent is my landlord
- ☐ The respondent is the building superintendent
- ☒ The respondent is the property manager
- ☐ The respondent is my housing manager
- ☐ The respondent is another tenant
- ☒ The Respondent(s) are members of the board of directors of my housing co-operative or condominium
- ☐ Other- Please describe the respondent(s):

The respondent(s) are members of the Board of Lom Nava Co-op for accountability of decision making process taken against members of the community.

**B2.** Put an "X" in the box beside the point that best describes the type of housing.

- ☐ Rental
- ☒ Subsidized housing
- ☐ Condominium
- ☒ Housing co-operative
- ☐ Other-please describe:

## Questions About What Happened

**B3.** How have you been harassed or discriminated against? Put an "X" in the box beside the point that describes how you believe you were harassed or discriminated against.

I was:

- ☐ Denied housing
- ☐ Evicted
- ☐ Denied a transfer to another unit
- ☐ Denied something I needed because of my disability
- ☒ Harassed
- ☐ Sexually harassed





# Human Rights Tribunal of Ontario

☐ Other- please describe:

By serving legal documents, paying lawyers to try and make it go away using funds from Co-op against members. The misuse of powers of the board and property managers by making biased decisions and not accountable for their actions.

## Questions About Complaining to Someone in Authority

Complete this section only if you complained to someone in authority about the alleged harassment or discrimination.

**B4.** To whom did you complain?

Staff/Property Manager, Board of Director, PHF - Sophia Taylor, Laura Simpson - Peel Region, Pat Satio

**B5.** Was there an investigation?

☐ Yes

☒ No (Go to Part II)

**a)** If you answered "Yes" to B5, what was the outcome of the investigation?

## PART II

The following Part asks you to answer how you believe you were discriminated against based on grounds you identified. If you believe that you were discriminated against based on more than one ground, fill out all the sections that apply.

## Questions About Housing Discrimination on the Grounds of Race, Colour, Ancestry, Place of Origin, Citizenship, or Ethnic Origin

Complete this section only if you believe that you have been discriminated against on one or more of these grounds: race, colour, ancestry, place of origin, citizenship, or ethnic origin.

**B6.** Explain why you believe you were discriminated against because of your race, colour, ancestry, place of origin, citizenship, or ethnic origin.

I believe I have been discriminated my race by being shut-down on majority of suggestions made to improve services within Lom Nava Co-op and the overall wellbeing of members living in the community.  
I had to constantly fight all these years for members to engage with each other in community events and know there neighbors ( help out each other).

**B7.** Please describe how you identify yourself in terms of your race, colour, ancestry, place of origin, citizenship, and/or ethnic origin.

I am Black Canadian Citizen who reside in Canada all for 43 years. Mother is Jamaican at birth and father is British by birth.



# Human Rights Tribunal of Ontario

## Questions About Housing Discrimination on the Grounds of Sex, Pregnancy, Gender Identity or Gender Expression

Complete this section if you believe that you have been discriminated against on the grounds of sex, pregnancy, gender identity or gender expression.

**B15.** Is your Application about discrimination on the ground of pregnancy?

☐ Yes

☒ No

**B16.** Explain why you believe you were discriminated against based on your sex, pregnancy, gender identity or gender expression.

As a black female living in a diverse community, I have sat on the Board for seven years (active member within the community of Lom Nava Co-op). Two of the Board of Directors have behavioral expressions that are not acceptable within discussions on April 30, 12 in the meeting with the Board giving update on Lom Nava Co-op Resource Development Centre while talking I was attacked in my talk by board of Director telling me I don't know what I am talking about, this board of director has been on the Board 5 months and feels he knows what the community needs are off of assumptions of his own. He pointed his fingers in my face while raising his voice at me. One member had to intervene to stop the male member awhile others watched and I stopped the meeting immediately and stated why I unable to continue within this environment and told the Board we need to reschedule meeting further at another date.

In 2011 being the President, the other Board of Director Edgardo Cubias would take turns attacking me and Vice President during our meetings. That year Edgardo accused me of forging Precision Management company of respond to the Board of Directors contract for August 2011 contract for managing Lom Nava Co-op. This accusation of me forging legal documents of the reply of CEO of Precision Philip Eram through a third party Jo-anne -Co-op Consultant.

**B17.** Please identify your sex or describe your gender identity or gender expression.

I am a 43 year black Canadian female that stands up for her rights as a Canadian Citizen.

## Questions About Housing Discrimination on the Ground of Receipt of Public Assistance

Complete this section only if you believe that you have been discriminated against in housing on the ground of receipt of public assistance.

**B26.** What form of public assistance do you receive? Put an "X" in each box that applies.

- ☒ Ontario Works
- ☐ Ontario Disability Support
- ☐ Canadian Pension Plan
- ☒ Subsidized Housing
- ☐ Other- please explain:

**B27.** Explain why you believe you were discriminated against based on receipt public assistance.





# Human Rights Tribunal of Ontario

I believe I was discriminated based on receipt of public assisted through extra charges for money order to be paid for rent each month on top of rent charge. Due to legal documents served by Board and Property Manager limiting my rights of member and my Human rights. By threatening eviction for a result of solving a conflict is a bias action against someone who is an receipt of public assistance. The government is trying to combat homeless individuals/families, while others making threats, bully members of being an nuisance among membership making members divided within the community, when it is all facts that were distributed among membership for knowledge of their rights and the expectations of the Board and Property Manager.

When your on assistance in Lom Nava Co-op you are treated with less respect and it feels like that you do not need a respond or to be acknowledge cause your causing trouble for them to look into concerns or issues to be addressed.

Favourtism is a big factor in Lom Nava Co-op , only few members are chosen to do necessary repairs to unit.

## Questions About Housing Discrimination on the Ground of Reprisal

Complete this section only if you believe that the respondent(s) have done something to punish you for exercising your rights under the Ontario *Human Rights Code*.

**B29.** Put an "X" in each box that applies to you:

- ☐ I claimed or enforced my rights under the Code (Go to B31)
- ☐ I refused to infringe on another person's rights under the Code (Go to B31)
- ☐ I started or took part in a human rights proceeding (Go to B30)

**B30.** If you marked that you started or took part in a human rights proceeding in B29, put an "X" in each box that applies to you and give any file number(s).

<input type="checkbox"/> The Human Rights Tribunal Of Ontario (HRTTO)	HRTTO File #:	
<input type="checkbox"/> The Ontario Human Rights Commission (OHRC)	OHRC File #:	
<input type="checkbox"/> Other Proceeding- specify:		

**B31.** Please explain why you believe you were reprisal against.

The reason why I believe I was reprisal against; due to knowledge of my By-laws, Human Rights and volunteering actively as an Community Out-reach Worker within Lom Nava Co-op I witness more and more things not adding - up and the treatment of other members within the community not being heard or addressed with their personal situation bullying or threats of eviction for every reasoning to members.

I am tired of inquiring about certain procedures and getting shot-down each and every time there is a question or challenging a question. For example; by-laws for membership (updating by-laws committee), Evaluation of Property Management, Succession Plan, Members Satisfaction Surveys, Internal transfers, Internal Membership Orientation, waiting list for Lom Nava Co-op ...etc

I have always taken a stand to challenge what has been directed by property Manager and rest of Board allies if something is not justifiable to me or unfairly decided. I have seen and heard how present Board of Directors lack the knowledge of looking into things before reacting and not knowing the consequences at the end. I have worn the Property Manager and