REPORT OF THE ACTIVITIES OF
THE DISCRIMINATION AND HARASSMENT COUNSEL
FOR THE LAW SOCIETY OF UPPER CANADA

Summary of Data from
January 1, 2003 to December 31, 2011

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A. VOLUME OF CONTACTS WITH THE DHC PROGRAM

1. There has been a total of 1,600 new contacts\(^1\) with the DHC Program during the nine year period since January 1, 2003.


Number of New Contacts Annually

3. Thus the Program has received an average of 14.8 new contacts per month over the past nine years.

\(^1\) Individuals who contacted the DHC program more than once about the same matter are only counted once in this number.
(a) Language of Communication

4. The DHC services are offered in French and English. Since January 1, 2003, 51 individuals have communicated with the DHC in French:

- 10 people in 2003 received DHC services in French;
- 6 people in 2004 received DHC services in French;
- 6 people in 2005 received DHC services in French;
- 8 people in 2006 received DHC services in French;
- 5 people in 2007 received DHC services in French;
- 4 people in 2008 received DHC services in French;
- 7 people in 2009 received DHC services in French;
- 2 people in 2010 received DHC services in French; and
- 3 people in 2011 received DHC services in French.

5. Thirteen (13) of these francophone individuals were male and 38 were female. Thirty two (32) were members of the public and 19 were members of the Law Society (including 4 articling students and 15 lawyers).

6. All other individuals who contacted the DHC Program were provided services in English. On five occasions, individuals were served through the aid of a language interpreter (where the individuals spoke Spanish, Russian or Cantonese).
B. OVERVIEW OF COMPLAINTS AGAINST LAWYERS AND LAW STUDENTS

(a) Number of Complaints

7. Not every individual who contacts the DHC Program reports an incident of alleged harassment and/or discrimination. Of the 1,600 new contacts with the Program over the past nine years, there were a total of 515 discrimination and/or harassment complaints against Ontario lawyers and 3 discrimination and/or harassment complaints against Ontario articling students.\(^2\)


\[\text{Number of Complaints against Lawyers and Articling Students Annually}\]

\(^2\) Only complaints based on the prohibited grounds of discrimination enumerated in the Human Rights Code and Law Society’s Rules of Professional Conduct are included in this figure. Complaints of personal harassment or bullying, which do not invoke any human rights grounds, fall outside the mandate of the DHC Program.
(b) Public / Profession Ratio of Complainants

9. Out of the 518 discrimination and harassment complaints against lawyers and articling students since January 1, 2003, there have been 284 complaints from the public and 234 complaints from within the legal profession (i.e., from lawyers, law students, paralegals or paralegal students\(^3\)). All three of the complaints against articling students were made by other articling students.

10. Thus over the past nine years, complaints from the public have constituted on average 55% of all discrimination and harassment complaints against lawyers and articling students.

Proportion of Complaints from the Public

\(^3\) Prior to 2008, any complaints against lawyers by paralegals would have been considered as complaints by members of the public, because paralegals were not regulated by the Law Society at that time. Since 2008, complaints by paralegals or paralegal students have been recorded separately and are classified as complaints by members of the legal profession.
(c) Law Student Complaints

11. A total of 51 students\(^4\) have made discrimination and harassment complaints to the DHC Program in the nine years since January 1, 2003 (out of a total of 234 complaints from within the legal profession):

- 8 complaints were made by students in 2003, out of 27 complaints from within the legal profession;
- 6 complaints were made by students in 2004, out of 36 complaints from within the legal profession;
- 6 complaints were made by students in 2005, out of 23 complaints from within the legal profession;
- 6 complaints were made by students in 2006, out of 22 complaints from within the legal profession;
- 5 complaints were made by students in 2007, out of 13 complaints from within the legal profession;
- 5 complaints were made by students in 2008, out of 16 complaints from within the legal profession;
- 2 complaints were made by students in 2009, out of 38 complaints from within the legal profession;
- 10 complaints were made by students in 2010, out of 40 complaints from within the legal profession; and
- 3 complaints were made by students in 2011, out of 19 complaints from within the legal profession.

12. Students have therefore made 22% of the discrimination and harassment complaints received from members of the legal profession over the past nine years.

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\(^4\) Either articling students, summer students, or university law students. There have been no complaints against lawyers by paralegal students.
(d) **Complaints by Paralegals**

13. Complaints by paralegals were not recorded separately prior to 2008.\(^5\)

14. There were no complaints against lawyers or articling students by paralegals in 2008, 2010 and 2011. In 2009, there were three (3) complaints against lawyers by paralegals.

(e) **Context of Complaints by Members of the Legal Profession**

15. The overwhelming majority (78\%) of complaints from within the legal profession arise in the context of the complainant’s employment or in the context of a job interview:

- in 2003, 23 out of 27 (85\%) complaints from within the profession were employment related;
- in 2004, 27 out of 36 (75\%) complaints from within the profession were employment related;
- in 2005, 21 out of 23 (91\%) complaints from within the profession were employment related;
- in 2006, 17 out of 22 (77\%) complaints from within the profession were employment related;
- in 2007, all of the 13 (100\%) complaints from within the profession were employment related;
- in 2008, 14 out of 16 (87\%) complaints from within the professional were employment related;
- in 2009, 27 out of 38 (71\%) complaints from within the profession were employment related;
- in 2010, 21 out of 30 (70\%) complaints from within the profession were employment related; and

\(^5\) See footnote 3 above.
in 2011, 11 out of 19 (58%) complaints from within the profession were employment related.

16. The most common discrimination or harassment complaints outside of the employment context are complaints against opposing counsel. There have also been some complaints against mediators or investigators, as well as a few complaints between lawyers who are professionally acquainted, who share or rent office space, or who encounter each other in the context of obtaining a service. A few of the latter complaints have been by lawyers who retained other lawyers to act for them and were essentially complaining as clients.

(f) Male / Female Ratio of Complainants within the Legal Profession

17. Of the 234 discrimination and harassment against lawyers and articling students by members of the legal profession since January 1, 2003, 173 (74%) were made by women.

18. Complaints from women lawyers have consistently been disproportionately higher than complaints from male lawyers. Over nine years, 132 female and 48 male lawyers have made discrimination and/or harassment complaints against other lawyers.

  • in 2003, 13 out of 19 (68%) complaints by lawyers were made by women;
  • in 2004, 25 out of 30 (83%) complaints by lawyers were made by women;
  • in 2005, 15 out of 17 (89%) complaints by lawyers were made by women;
  • in 2006, 11 out of 16 (69%) complaints by lawyers were made by women;
  • in 2007, 6 out of 8 (75%) complaints by lawyers were made by women;
  • in 2008, 7 out of 11 (64%) complaints by lawyers were made by women;
  • in 2009, 26 out of 33 (79%) complaints by lawyers were made by women;
in 2010, 20 out of 30 (67%) complaints by lawyers were made by women; and

in 2011, 9 out of 16 (56%) complaints by lawyers were made by women.

Gender of Complainants in Complaints made by Lawyers

Discrimination and harassment complaints from law students are also predominantly made by women. Over the past nine years, there has been a total of 51 student complaints against lawyers and articling students. Only 13 of those complaints were from men:

- in 2003, 5 of the 8 student complainants were women;
- in 2004, 5 of the 6 student complainants were women;
• in 2005, 4 of the 6 student complainants were women;
• in 2006, all of the 6 student complainants were women;
• in 2007, all of the 5 student complainants were women;
• in 2008, all of the 5 student complainants were women;
• in 2009, both of the 2 student complainants were men;
• in 2010, 7 of the 10 student complainants were women; and
• in 2011, 1 of the 3 student complainants were women.

20. There has been a total of 3 complaints against lawyers by paralegals and all were made by women.

21. Thus, over the past nine years, women have made 74% of the complaints by lawyers, 75% of the complaints by law students, and 100% of the complaints by paralegals.

(g) **Context of Complaints from Members of the Public**

22. Over the past nine years, there have been 284 discrimination and harassment complaints against lawyers by members of the public.

23. Almost half (48%) of public complaints involve clients complaining about their own lawyer or a lawyer whom they attempted to retain:

• in 2003, 25 out of 39 (64%) public complaints involved clients;
• in 2004, 21 out of 42 (50%) public complaints involved clients;
• in 2005, 13 out of 37 (35%) public complaints involved clients;
• in 2006, 17 out of 34 (50%) public complaints involved clients;
• in 2007, 8 out of 22 (36%) public complaints involved clients;
• in 2008, 14 out of 27 (52%) public complaints involved clients;
in 2009, 12 out of 28 (43%) public complaints involved clients;
in 2010, 15 out of 30 (50%) public complaints involved clients; and
in 2011, 10 out of 25 (40%) public complaints involved clients.

24. More than a quarter of the public complaints (27%) arose in the context of the complainant’s employment:

- in 2003, 6 out of 39 (15%) public complaints were employment related;
- in 2004, 14 out of 42 (32%) public complaints were employment related;
- in 2005, 16 out of 37 (44%) public complaints were employment related;
- in 2006, 8 out of 34 (23%) public complaints were employment related;
- in 2007, 5 out of 22 (23%) public complaints were employment related;
- in 2008, 5 out of 27 (19%) public complaints were employment related;
- in 2009, 8 out of 28 (29%) public complaints were employment related;
- in 2010, 8 out of 30 (27%) public complaints were employment related; and
- in 2011, 6 out of 25 (24%) public complaints were employment related.

25. A significant number of public complaints (18%) have been made by litigants against opposing counsel.\(^6\)

- in 2003, 6 of the 39 public complaints involved litigants;
- in 2004, 7 of the 42 public complaints involved litigants;
- in 2005, 2 of the 37 public complaints involved litigants;
- in 2006, 7 of the 34 public complaints involved litigants;
- in 2007, 5 of the 22 public complaints involved litigants;

\(^6\) These include a few complaints by criminal defendants against Crown Attorneys. The overwhelming majority of these complaints have arisen in the context of family law litigation.
in 2008, 7 of the 27 public complaints involved litigants;
• in 2009, 6 of the 28 public complaints involved litigants;
• in 2010, 5 out of 30 public complaints involved litigants; and
• in 2011, 7 out of 25 public complaints involved litigants.

26. Approximately 7% of public complaints arose in other contexts, such as litigants complaining about discriminatory conduct by a Tribunal member or mediator, an individual complaining about a government lawyer who was providing a public service, and witnesses and victims in criminal proceedings complaining about Crown Attorneys.

27. In summary, the total number of public complaints against lawyers that has arisen in each of the different contexts is as follows:
(h) Male / Female Ratio of Public Complainants

28. Since January 1, 2003, there has consistently been a higher proportion of public complaints from women than men:

- In 2003, 25 of the 39 (64%) public complaints were from women;
- In 2004, 26 of the 42 (62%) public complaints were from women;
- In 2005, 27 of the 37 (73%) public complaints were from women;
- In 2006, 24 of the 34 (71%) public complaints were from women;
- In 2007, 11 of the 22 (50%) public complaints were from women;
- In 2008, 19 of the 27 (70%) public complaints were from women;
- In 2009, 21 of the 28 (75%) public complaints were from women;
- In 2010, 18 of the 30 (60%) public complaints were from women; and
- In 2011, 18 of the 25 (72%) public complaints were from women.

![Bar chart showing the number of female and male complainants from 2003 to 2011.](chart.png)
29. Thus of the 284 members of the public who have made discrimination and harassment complaints against lawyers to the DHC over the past nine years, 189 (67%) were women.

(i) Complaints by Francophones

30. Fifteen (15) of the francophone individuals who contacted the DHC Program reported complaints of discrimination or harassment by a lawyer. Eight (8) of these complaints were made by members of the Law Society (including 2 articling students). Seven (7) complaints were made by francophone members of the public.

31. Of the 8 complaints by francophone lawyers and articling students, 5 were made by women and 3 were made by men. Both of the student complainants were female.

32. Of these 8 francophone complaints, three (3) lawyers and two (2) articling students complained about discrimination and/or harassment in the context of their employment, two (2) complaints by lawyers arose in the context of another lawyer delivering a service to them, and one lawyer complained about another lawyer who was acting as a mediator.

33. Race was the ground of discrimination most frequently raised in complaints by francophone lawyers and articling students. Race was raised in 3 out of the 8 complaints. Place of origin was raised in 2 complaints (once in conjunction with race). Sex was raised in 2 complaints. Religion was raised in 1 complaint, in conjunction with race. Age was raised in 1 complaint and disability was raised in 1 complaint.7

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7 The total number of complaints listed in this paragraph exceeds 8 because a number of complaints involved multiple intersection grounds.
34. Both of the sex-based complaints by francophone members of the Law Society involved allegations of sexual harassment. A female lawyer reported sexual harassment by a male mediator (who is also a lawyer). A male lawyer reported that another male lawyer in his office was sexually harassing a female colleague.

35. The race-based complaints by francophone members of the Law Society all arose in the context of the complainants’ employment. A Black female lawyer complained about racial discrimination by her employer, as well as a refusal by her employer to accommodate her religious observance. Another Black female lawyer reported racial harassment by colleagues at work. A Black female articling student complained about employment discrimination based on her race and place of origin (including discrimination based on her West African accent).

36. A francophone articling student complained that she was not receiving appropriate accommodation for her disability from her employer.

37. Two francophone lawyers complained about discrimination by other lawyers in the delivery of services to them. One complaint was based on age and the other was based on the complainant’s place of origin.

38. Of the 7 complaints by francophone members of the public, 5 of the complainants were female and 2 were male. Five (5) of the complaints were made by clients. One (1) complaint arose in the context of the complainant’s employment and another complaint (1) was made by a litigant about the opposing counsel in her case.

39. Six (6) out of the 7 complaints by francophone members of the public were based, in whole or in part, on sex:

- 3 female clients complained about sexual harassment by their respective male lawyers (one also complained about racial harassment);
- a gay male client complained about sexual harassment by his male lawyer;
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- a female legal assistant complained about discrimination in her employment based on sex (she also complained about discrimination based on her sexual orientation and disability); and
- a female litigant complained about the sexist behaviour of the opposing male counsel in her case.

40. Disability was raised as a ground in two francophone complaints from members of the public. A male client with a disability reported that his lawyer was not accommodating his disability-related needs. A female legal assistant with a disability complained about discrimination in her employment based on her disability (as well as her sex and sexual orientation).

(j) **Summary of Grounds Raised by Francophone Complainants**

41. There was a total of 15 discrimination and harassment complaints made by francophones against lawyers between January 1, 2003 and December 31, 2011. Of these,\(^8\)

- sex was raised as a ground of discrimination in 8 complaints (6 of these complaints involved allegations of sexual harassment);
- race was raised as a ground of discrimination in 4 complaints;
- disability was raised as a ground of discrimination in 3 complaints;
- place of origin was raised as a ground of discrimination in 2 complaints;
- sexual orientation was raised as a ground of discrimination in 1 complaint;
- age was raised as a ground of discrimination in 1 complaint; and
- religion was raised as a ground of discrimination in 1 complaint.

\(^8\) The sum of the numbers in this paragraph exceeds 15 because many of the complaints involved multiple grounds of discrimination.
Grounds of Discrimination Raised in All Complaints against lawyers

42. There was a total of 518 discrimination and harassment complaints against lawyers and articling students between January 1, 2003 and December 31, 2011. Of these,\(^9\)

- sex was raised as a ground of discrimination in 259 complaints (50%);
- disability was raised as a ground of discrimination in 126 complaints (24%);
- race was raised as a ground of discrimination in 85 complaints (16%);
- sexual orientation was raised as a ground of discrimination in 28 complaints (5%);
- age was raised as a ground of discrimination in 20 complaints (4%);
- family status was raised as a ground of discrimination in 18 complaints (3%);
- religion was raised as a ground of discrimination in 17 complaints (3%);
- ethnic origin was raised as a ground of discrimination in 15 complaints (3%);
- ancestry was raised as a ground of discrimination in 7 complaints;
- marital status was raised as a ground of discrimination in 6 complaints;
- place of origin was raised as a ground of discrimination in 5 complaints; and
- record of offences was raised as a ground of discrimination in 4 complaints.

\(^9\) The sum of the numbers in this paragraph exceeds 518 and the sum of the percentages exceeds 100% because many of the complaints involved multiple grounds of discrimination.
(I)  Breakdown of Sex Discrimination Complaints 2003-2011

43. Of the 259 complaints that were based (in whole or in part) on sex as a ground of discrimination:
   •  pregnancy was specifically raised in 40 complaints;
   •  gender identity was raised in 4 complaints; and
   •  sexual harassment was reported in 132 complaints.\(^\text{10}\)

44. The overwhelming majority (226 or 87\%) of the 259 sex discrimination complaints were made by women, including four self-identified transsexual women.

45. Of the 226 female complainants who raised concerns about discrimination or harassment based on sex:
   •  97 were lawyers
   •  22 were law students;
   •  2 were paralegals; and
   •  105 were members of the public.

46. In almost every instance, the women who contacted the DHC with a sex-based complaint were reporting that they themselves had been the victim of sex discrimination or sexual harassment by a male lawyer or articling student, that they had suffered employment reprisals after making a complaint of sexual harassment against a male colleague, supervisor or client, or that they had suffered discrimination in their employment due to the fact that they were pregnant and/or had taken a maternity leave. The only exceptions were as follows: one woman lawyer called on behalf of a female articling student in her

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\(^{10}\) Thus 25\% of all complaints (132 out of 518) against lawyers and articling students received over the past nine years involved sexual harassment. (All of the three complaints against articling students involved sexual harassment.)
firm and a female office manager called on behalf of three female legal assistants in her firm. In every case of alleged sex discrimination/harassment by a female complainant, the respondent was male.

47. In contrast, 16 of the 33 (48%) men who complained about discrimination or harassment based on sex raised concerns about the inappropriate conduct of other male lawyers toward women that they knew (or, in one instance, toward a gay man that he knew).

48. Only 17 men complained about sex discrimination or harassment that they themselves had experienced. Five (5) of these complainants self-identified as gay men and one self-identified as a trans-man.

49. Of the 33 complaints of sex discrimination or harassment made by men, only 7 involved female respondents.

50. Of the 33 male complainants who raised concerns about sex discrimination or harassment:
   • 16 were lawyers;
   • 2 were articling students; and
   • 15 were members of the public.

51. Of the 18 sex discrimination or harassment complaints from men within the legal profession:
   • a lawyer complained about sexist (anti-male) remarks posted by a female colleague on an internet website;
   • two lawyers complained that they were being sexually harassed by female lawyers with whom they were acquainted (one of them had ended a consensual relationship with the respondent; the other had never been in a relationship with the respondent);
   • a lawyer complained about a colleague (another male lawyer) who was sexually harassing a female lawyer in his firm;
• a lawyer complained about a male lawyer in another firm who was sexually harassing a female lawyer in that other firm;

• a lawyer complained about a colleague (another male lawyer) who was sexually harassing a secretary in his firm;

• a lawyer complained about a tenant (another male lawyer) who was sexually harassing his female staff;

• a lawyer complaint on behalf of a female client who had been sexually assaulted by her former (male) lawyer;

• a lawyer complained about sexist remarks made by opposing counsel (another male lawyer) during discovery proceedings involving a female client;

• a lawyer complained about sexist remarks made by opposing counsel (another male lawyer) directed toward a female junior associate in his firm;

• a lawyer complained about sexist remarks posted by another male lawyer on an internet website;

• a trans-identified articling student complained about sex discrimination to which he was subjected at his workplace;

• a gay male lawyer complained about sexual harassment by a supervising female lawyer;

• two gay male lawyers complained about sexual harassment by male partners in their respective firms;

• an articling student complained about sexual harassment by a male lawyer in his firm;

• a lawyer complained that his client, a female lawyer, suffered employment discrimination when she was terminated just prior to commencing a maternity leave; and

• a lawyer complained that he was being subjected to sex discrimination in his employment.

52. Of the 15 public complaints of sex discrimination or harassment made by men:

• a police officer complained about sexist remarks made by a male Crown Attorney regarding a female police officer and female defence counsel;
• 3 men called on behalf of female friends or relatives who had been sexually harassed or assaulted by their male lawyers;

• 2 litigants in family law matters complained about anti-male sexist remarks made by their ex-wives' female lawyers;

• a man complained about a lawyer’s job advertisement for a legal assistant, which specified a preference for female applicants;

• a process server and a law clerk each complained about sexual harassment by male lawyers in their workplaces;

• a physician reported that one of his gay male patients had been sexually abused by a court-appointed male lawyer as a youth;

• a psychiatrist reported that one of his female patients had been sexually assaulted by her male lawyer;

• two gay male clients complained that their respective male lawyers were sexually harassing them;

• a heterosexual student complained about sexual harassment by a female lawyer who was his instructor; and

• a man complained that a male Crown Attorney discriminated against his son in the course of a prosecution for domestic assault.

C. COMPLAINTS AGAINST PARALEGALS

53. The DHC Program’s mandate was expanded to include complaints against paralegals in 2008. Prior to 2008, complaints against paralegals would have been considered outside the mandate of the DHC program and data about such complaints (if there were any) were not recorded separately.

54. Since the beginning of 2008, there has been a total of 6 complaints against paralegals: 1 in 2008, 4 in 2009 and 1 in 2011.

55. Of the six discrimination and harassment complaints against paralegals, two were made by paralegals, two were made by student paralegals, and two were made by members of the public.
56. The members of the public who complained about paralegals were both litigants complaining about the conduct of a paralegal on the opposing side of their case. One complainant was male and one was female.

57. Of the two paralegal students who made complaints, one was female and one was male. Both made complaints about paralegal instructors in the context of their education.

58. Both of the paralegals who made complaints about other paralegals were female. One complaint arose in the context of the complainant’s employment and the other arose in the context of professional dealings between two paralegals who were acquainted.

59. Of the 6 complaints against paralegals:

- **Race** was raised as a ground of discrimination in 3 complaints;
- **Disability** was raised as a ground of discrimination in 3 complaints; and
- **Sex** was raised as a ground of discrimination in one complaint.\(^\text{12}\)

\(^{11}\) The sum of the numbers in this paragraph total more than 6 because some complaints involved multiple grounds of discrimination.

\(^{12}\) The sex discrimination complaint did not involve sexual harassment, pregnancy-related discrimination or gender identity issues.
D. EXAMPLES OF COMPLAINTS

(a) Public Complaints against Lawyers

60. The following are examples of discrimination and harassment complaints received from members of the public over the past nine years. They are a random selection of complaints listed in random order.

- A number of legal assistants and law clerks complained that their employers were refusing to accommodate their disability-related needs.

- A woman with a disability reported that her male lawyer arranged for them to meet privately on the pretext of preparing for a discovery, then sexually assaulted her.

- A self-represented litigant who was blind complained about a letter he received from opposing counsel, which stated: “I wish I could see things from your perspective, but I can’t get my head that far up my ass.”

- A law clerk with a speech impediment complained that her boss (a male lawyer) mocked her publicly by imitating her stutter.

- A transsexual woman involved in a family dispute with her ex-wife complained about her ex-wife’s lawyer who, among other things, continued to refer to her in correspondence, pleadings and submissions as “he” and “him”, despite repeated requests to cease doing so.

- A number of litigants with disabilities reported that the opposing counsel in their cases exploited their disabilities and/or made derogatory ableist remarks about them.

- A number of litigants with psychological disabilities reported that their own lawyers exploited their vulnerability and took advantage of them based on their disabilities.

- An Asian man complained that his lawyer treated him in a dismissive and demeaning manner (e.g. ordering him to “sit down” in front of other parties, interrupting him when he spoke, patronizing him, etc.) that was different from how the man observed the lawyer interacting with other Caucasian clients.
• An aboriginal man complained that his own lawyer treated him in a demeaning racist manner and did not take his concerns seriously.

• A secretary in a legal clinic complained that she was pressured not to take a year of pregnancy/parental leave and then was demoted on the day that she returned to work from her shortened leave.

• A woman called on behalf of her visually impaired mother, whose lawyer refused to permit her to bring a reader (a friend who would read documents aloud) with her to review documents in the lawyer’s office before signing them.

• A female client complained that her male lawyer always insisted on meeting her outside his office, constantly told her how attractive she was, and put his hands around her waist while alone in the elevator.

• A secretary in a legal clinic complained that a male lawyer tried to “grope” her and pull her toward him when they were working alone.

• A secretary in a law firm complained that one of the male lawyers in her office repeatedly tried to hold her hand, stroked her hair, and frequently complimented her on her appearance.

• A receptionist at a law firm complained that she was terminated when she advised her new employer that she would be taking a maternity leave. The employer told her that he would not have hired her if he had known she was pregnant.

• A man complained on behalf of a female friend, an impoverished woman with a drug addiction, who was charged with criminal offences and whose male defence lawyer agreed to act for her pro bono if she performed sexual acts on him.

• A secretary in a law firm complained that lawyers in her office began harassing her after she announced that she intended to marry her same-sex partner.

• A woman complained that her lawyer repeatedly commented on her appearance and always insisted on hugging her after their meetings, even though she had advised him that it made her uncomfortable.

• A female law clerk asked her boss (a male lawyer) for an increase in her salary and he responded, “if you want a raise, bend over”. 
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- A Pakistani man complained that he was being verbally abused by a white lawyer whose office was on the same floor in his building. The lawyer was often aggressive and rude, regularly used profane language, and made offensive comments like “you fucking Muslims”. The lawyer once referred to the man as a “mother fucking Paki” in front of a client.

- A female law clerk complained that a male lawyer in her office commented on her breasts and asked her to join him in a motel room.

- An administrative assistant in a law firm complained that she was transferred and demoted after the termination of a brief consensual sexual affair with her boss (a male partner).

- A woman complained that her ex-boyfriend, who is a lawyer, agreed to do legal work for her *pro bono* then billed her for the work after she broke up with him, stating that he would waive the fees if she agreed to reconcile.

- A female client with a cognitive impairment complained that her lawyer refused to accommodate her (e.g. he spoke quickly despite her requests for him to slow down, he became impatient and shouted at her when she asked him to repeat things, he refused to communicate his advice in writing).

- A lesbian woman reported that a female lawyer refused to represent her because of her sexual orientation.

- A legal secretary complained that a male lawyer at her workplace regularly made sexual advances toward her. Before leaving the office one night he asked, “how about a quick blow job before you go?”

- A legal secretary with a disability who had modified employment duties and modified hours of work reported that she was called a “princess” by a woman lawyer in her office because of her accommodations.

- An Asian woman complained that a male lawyer with whom she was acquainted licked his lips suggestively and told her that he could “have” any Chinese woman and has “had” many Chinese women because he is white.

- A woman of middle-Eastern descent complained that a female lawyer she had retained questioned her about her inter-racial relationship, implying disapproval.
A woman involved in family law litigation complained that her male lawyer asked her to have sex with him and said that he could not continue representing her if she rejected him.

A male paralegal student complained that his female instructor (who is a lawyer) touched him affectionately and asked him if he was married and whether he was happily married.

A male process server employed by a law firm complained that a male lawyer in his office called him “pussy” and “faggot” and made lewd jokes ending with the lawyer touching his (the complainant’s) penis through his pants.

A female client complained that her male lawyer referred to a female judge as a “bitch”.

A gay male police officer reported that a male Crown Attorney called him “faggot” and “homo” in front of other lawyers at a social gathering in a public place.

A man complained about a lawyer’s job advertisement for a legal assistant which specified a preference for female applicants.

A female client of mixed race complained that her own female lawyer was repeatedly rude to her and made sexist and racist remarks, including a comment about how she “didn’t look like a normal human being”.

(b) **Complaints against Lawyers from Within the Profession**

A disabled female lawyer complained that her employer was refusing to permit her to work after an extended medical leave of absence, despite having provided documentation to substantiate her fitness to work.

A female lawyer complained about her employer’s refusal to accommodate her family status by transferring her to an office work location that was closer to her ailing parents’ residence.

A number of female lawyers complained about their employers’ unwillingness to accommodate their breastfeeding needs after returning from maternity leaves.

A Black woman lawyer complained about the conduct of a white male lawyer who snapped at her in anger, called her sexist and racist names in
public and told her that she was an example why “women shouldn’t practice law”.

- A number of female lawyers complaint about employment discrimination based on pregnancy, ranging from pressure to work during their maternity leaves, to wage discrimination, to denial of advancement opportunities after their leaves, to termination of employment.

- A female articling student reported that a male articling student in her office had sexually assaulted her.

- A female Filipino articling student reported that a female partner in her law firm swore at her, verbally abused her, criticized her legal skills and sarcastically suggested that she work as a “nanny” for one of the other partners in the firm.

- A female associate complained about a male partner in her firm who yelled “fuck you bitch” at her during a disagreement in front of articling students employed by the firm.

- A lesbian articling student in a law firm complained that associates in the firm started asking her unwelcome and intrusive personal questions about her sexual practices after she came out to them. When she expressed her discomfort regarding their inquiries, they began to criticize her work and indicated to partners that she should not be hired back.

- A Jewish lawyer complained that she was routinely loaded down with a high volume of work by a partner in her firm just prior to the Jewish holidays, so that she would not be able to take leave for religious observance.

- A Muslim lawyer complained that her employer was refusing to accommodate her request for leave for religious observance of Islamic holy days.

- A senior female associate in a law firm complained that male associates were given better work and had more advancement opportunities within her firm. She also complained about differential partnership structures within her firm that disadvantaged women partners.

- A Black female litigator working in a government office complained about systemic racial discrimination in her workplace, consisting of preferential treatment of white lawyers in her office (who were given better files and more advancement opportunities).
• A female lawyer complained about a male opposing counsel who, in front of their respective clients, called her “uppity” and said that the “women’s liberation movement” had made life difficult for men like him.

• A female lawyer complained about harassment by a male lawyer in her office with whom she had had a consensual sexual relationship. After she ended the relationship, he repeatedly insulted and embarrassed her in front of clients.

• A Black female lawyer complained about a white female lawyer who called her a “nigger” in the presence of other parties.

• A female associate in a law firm complained that a male partner always hugged her when they parted after work-related social events. On the last occasion before she contacted the DHC, the partner had attempted to kiss her on the lips after a client dinner.

• An articling student in a mid-size law firm reported that a male partner had put his arm around her shoulder at a client dinner and had suggested that they share a hotel room and sleep together while out of town on a business trip.

• Both male and female lawyers and articling students complained about inappropriate job interview questions relating to age, marital status, family status and disability.

• A female associate complained about a male partner who regularly shouted at her, shook his fist in anger, called her “lazy” and “stupid” and said she must have “slept her way to getting hired” at the firm.

• A number of lawyers with various disabilities (e.g. hearing impairment, diabetes, depression, anxiety) complained that their employers were failing to accommodate them.

• A female lawyer complained that she was given disproportionately more work than her colleagues because she was single and did not have children.

• A number of lawyers with child care obligations, including some with seriously ill children, complained that their employers were refusing to accommodate their family status by making flexible work arrangements for them.

• A Black female lawyer complained that she was given less responsibility than other (white) lawyers, less trial work, more routine and mundane
cases, etc. She was also demeaned by being assigned to work at a secretarial station rather than in a lawyer’s office.

- A female associate in a large firm complained that one of the male partners referred to her as “sweetie” and “darling” and called other women in the office “babe”.

- A female associate in a large law firm complained to the partnership about unwelcome sexual advances and unwanted touching by a male partner. The firm cautioned the partner about his inappropriate behaviour, but refused to assign the complainant to a different practice group or separate her from the alleged harasser. The offending partner stopped giving her work, she became ostracized in the office, and eventually took a stress-related sick leave. Soon after she returned to work, she was terminated from her employment for failing to meet the firm’s productivity/billing targets.

- A female associate complained that, after an office social function, one of the male associates in her office “joked” about going back to a hotel with other male lawyers to “gangbang” her. When she confronted him about the inappropriate comment the next day, he attributed it to the fact that he was drunk.

- A female articling student complained that a male partner in her firm got angry with her at an office social function and shouted at her, “I'll fuck you, you little bitch”, “your career is over” and “you're dead!”

- A female associate was advised by a male partner that her firm was reluctant to train her because she had recently become engaged (to marry a man) and the firm assumed that she would soon have children and quit the practice of law.

- A gay male lawyer complained that one of the female lawyers in his office asked him intrusive questions about his sexual experiences and then tried to kiss him, saying that she would “turn him straight”.

- A lesbian articling student complained that she was outed at work by her female principal, in whom she had confidentially confided her sexual orientation.

- A female associate in a law firm complained that she was pulled off files and was denied advancement opportunities after she reported to the partnership that a male client had been sexually harassing her.
A trans-identified articling student complained about gender-based employee dress-code expectations in his workplace that required him to conform to conventional masculine appearance at work.

A female articling student reported that she was asked to accompany a male partner on an overnight trip to attend an out-of-town hearing. During the trip, the male partner insisted on socializing together (e.g. eating meals, drinking wine), stood and sat very close to her, gave her leering looks, and used “double entendres” to flirt with her. The student had been warned by other women in the firm that this partner had a history of “hitting on” young female lawyers and articling students.

A woman lawyer with a psychiatric disability reported that another female lawyer at her former firm, who agreed to provide her with an employment reference, disclosed the fact of her disability to a prospective employer, thereby violating her privacy and jeopardizing her job prospects.

A South Asian female associate reported that a senior white male partner in her firm sexually harassed her.

A male lawyer complained that his employer refused to accommodate his disability, saying “we are not a rehab clinic”, and terminated his employment shortly after he requested the accommodation.

A woman litigator reported that a male mediator suggested that she might “achieve better outcomes” for her clients if she engaged in a sexual relationship with him.

A female associate complained that a male partner in her law firm repeatedly suggested to her that she should wear make-up and shoes with stiletto heels to attract male clients.

A female associate who had a consensual sexual relationship with a senior male partner in her law firm complained about employment reprisals (e.g. unwarranted poor performance appraisals, ostracization, poor quality of work) after the affair ended. She left the firm claiming that it had become a poisoned work environment.
(c) **Complaints against Paralegals**

- An Asian female paralegal complained that her boss, who was also a paralegal, was discriminating against her on the basis of race.

- A male paralegal student reported that his instructors (also paralegals) were discriminating against him based on disability and race.

- A female litigant complained about offensive sexist remarks made by the male paralegal on the opposing side of her case.

- A litigant with a disability complained about ableist remarks of the opposing paralegal in his case.

- A female paralegal student reported that her paralegal instructor was harassing her based on her disability.

- A female paralegal complained about racial harassment by another paralegal with whom she had professional dealings.