



**British Columbia  
Human Rights  
Tribunal**

**FORM 9.6 – RESPONSE TO REMEDY SOUGHT**

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**Tribunal Stamp**

**INSTRUCTIONS FOR RETURNING THIS FORM**

- Click on **Save As** at any time to save your form to your computer
- **Email** us your form by attaching a saved copy and sending it to:  
[BCHumanRightsTribunal@gov.bc.ca](mailto:BCHumanRightsTribunal@gov.bc.ca)
- Or click **Print**, and **fax**, **mail**, or **hand deliver** a copy of your form to us
- **Keep a copy of all your documents**

Name of Respondent:	Case Number:
Name of person completing this form:	

Identify each remedy sought by the Complainant in Form 9.4 – Remedy Sought and respond to the details of remedy sought. Include any different amount of compensation you calculate if the complaint succeeds.

**I am responding to the details of each remedy sought by the Complainant in Form 9.4:**

Order the Respondent cease the contravention and refrain from committing a similar contravention.
Declaration that the conduct complained of is discriminatory.
Order the Respondent to pay compensation for wages or salary lost because of the discrimination.
Order the Respondent to pay for expenses incurred because of the discrimination.

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Order the Respondent to pay compensation for injury to dignity, feelings and self-respect because of the discrimination.

(If you have reviewed similar cases, state amount you say would be appropriate if the complaint is successful and list the similar cases)

Order the Respondent to pay interest on the above amounts.

Order the Respondent to provide the right, opportunity, or privilege lost because of the discrimination.

Order the Respondent to take steps to address the effects of a discriminatory practice.

Order the Respondent to adopt an employment equity program or other special program to address the conditions of disadvantaged people.

☐ I have attached more information in **numbered paragraphs** on \_\_\_\_\_ extra page(s)

☐ I am delivering a copy of this form to each other party **and** to the Tribunal

## MORE INFORMATION – RESPONSE TO REMEDY SOUGHT

If the Tribunal finds discrimination, it will order a remedy. The purpose of the remedy is:

- to put the Complainant in the position they would have been in if the discrimination did not happen
- to compensate the Complainant
- **not** to punish the Respondent

### Cease and refrain order

The Tribunal must order the person who discriminated to stop the discrimination and not to discriminate in the same or similar way again.

### Declaration

A declaration is a statement that the conduct complained of or similar conduct is discrimination.

### Lost wages

You may disagree with the amount the Complainant is asking for.

*For example:*

- *You may disagree that the Complainant lost wages because of the discrimination.*
- *You may have a different calculation for the wages the Complainant lost.*
- *You may argue that the Complainant did not do enough to reduce the lost wages.*

### Expenses

You may disagree with the amount the Complainant is asking for.

*For example:*

- *You may disagree that the Complainant needed a medical report to prove their case.*
- *You may disagree that the Complainant can prove they incurred certain expenses.*

### Compensation for injury to dignity, feelings and self-respect

Compare the complaint to other similar cases by looking at the Tribunal's final decisions on its website. On your Response to Remedy Sought, put the amount you say would be appropriate if discrimination is established.

### Interest

A Complainant can ask for interest on the amounts ordered.

### Getting what the Complainant was denied

*For example, if the Complainant asks for their job back, say whether or not you agree.*

### Steps or programs to address the discrimination

If the discrimination is part of a pattern or practice, the Tribunal can order the Respondent to take action or adopt a program to fix the discrimination. If the Complainant asks for this, say whether or not you agree.