

William Warren Munroe
763 Beach Road
Qualicum Beach, BC V9K 1S2

December 29, 2006

Heather M. MacNaughton
BC HUMAN RIGHTS TRIBUNAL
1170 - 605 Robson Street
Vancouver, BC V6B 5J3

Regarding Case Number 4376

Dear Heather,

Your letter dated December 18, 2006 was received December 27, 2006. Thank you for letting me know that the BC Human Rights Tribunal considers being harassed and fired for being active and involved, results oriented, a team player, and innovative to be acceptable. Perhaps differences in education and experience should be accepted when they help improve the quality of products and services.

Nonetheless, I would like to appeal your decision not to act on the discrimination directed towards me by the Respondents. In my letter describing the conditions of employment, and the firing, it is clear that I was discriminated against on grounds covered by the code.

I included many grounds of discrimination to address the actions of the many Respondents. You appear to have interpreted my statement to mean that all the grounds I have laid out must apply to all the Respondents. I object to this interpretation.

Does your statement...

“Your complaint does not set out facts that show that the Respondents’ conduct could be discrimination in employment based on age, sex, place of origin and political belief.”

...mean that one of these grounds did not fit for one of the Respondents and therefore you decided not to act?

Also, in your above mentioned statement, you neglected to include ancestry. Does the BC Human Rights Tribunal considers it acceptable that an employee be discriminated against for claiming Aboriginal ancestry? Perhaps my enthusiasm and the solutions I provided would not have been met with antagonism if I had not claimed Aboriginal ancestry.

Thank you for taking the time to consider my case. I will be away until January 15, 2007.

William Warren Munroe

cc. Premiers Office