

Blatz v. 4L Communications Inc.

[COMPLETE DECISION PDF](#)

SUMMARY

The complainant filed a complaint against her former employer under section 14 of *The Human Rights Code* alleging that her employer discriminated against her by terminating her employment due to her pregnancy and/or the circumstances related to her pregnancy.

The complainant was the respondent's General Manager and second in command. She advised her employer that she was pregnant and that she had required some accommodation during early pregnancy. She also alleged that her employer had not raised any concerns with her performance and that she had been rewarded for her performance with financial compensation and other rewards. She alleged that in the absence of performance concerns, her pregnancy was a factor, not the sole factor, but a factor in the employer's decision. The respondent employer argued her employment was terminated because her performance was less than satisfactory and not because of her pregnancy.

The Adjudicator determined that the complainant's pregnancy was not a factor in the respondent's decision to terminate her employment and that the employer had plausible reasons unrelated to pregnancy for terminating her employment. The Adjudicator was not prepared to infer from the evidence presented at the hearing, that her pregnancy was a factor in the termination decision.

The Adjudicator therefore dismissed the complaint.