

# Bill 43 The Human Rights Code Amendment Act

**April 2025**



The Manitoba Federation of Labour (MFL) is Manitoba's central labour body, representing the interests of more than 130,000 unionized workers from every sector and every region of the province in the public and private sectors, as well as the building trades.

We support this legislation as it will protect Manitoban workers from discrimination based on gender expression. Including gender expression as a protected characteristic under the Manitoba Human Rights Code builds on the work of the previous NDP government in protecting gender identity in the Code in 2012.

Manitoba's Human Rights Code is a powerful tool that helps protect Manitobans against discrimination and the Human Rights Commission does an excellent job of promoting human rights principles and adjudicating situations where Manitobans have experienced discrimination. Workers often rely on the Human Rights Code and Commission to ensure their rights are protected in their workplaces.

This bill is especially important given the current attempts by far-right governments, both in Canada and in the United States, to discriminate against people based on their gender identity and gender expression. The Trump administration has openly discriminated against trans people since its first day in office, passing draconian orders to ban them from serving in government, the military, athletics and other areas.

Here in Canada, we have seen right wing governments in New Brunswick, Saskatchewan and Alberta go after students for their preferred pronouns, gender expression, and even try to restrict students to changing rooms based on their assigned sex at birth. The continued obsession and attacks on trans people, especially young people, by the right wing in this country makes life less safe for trans people. Right wing political parties continue to attack trans and gender-nonconforming people in election campaigns, a disgusting trend aimed at some of the most vulnerable in our society.

Unfortunately, Manitoba has not been immune from this. In the last provincial election campaign, the PC Party of Manitoba ran a vile dog whistle campaign aimed at young people who do not conform to that party's outdated view of gender norms. One of the PC leadership candidates was the poster boy for that campaign, raising serious concerns about his political priorities.

Given these rising threats to trans and gender-nonconforming people, we are glad to see the Government of Manitoba taking steps to protect their human rights here in our province. This bill will help in building a fairer and more equitable province.