

## Grounds of Discrimination

Citizenship :Individuals should not be treated differently or harassed in employment because of their citizenship, whether Canadian or otherwise. It is illegal for employers to make distinctions between Canadian citizens, citizens from other countries, persons with dual citizenship, landed immigrants or permanent residents, refugees and non-permanent residents. Employers should only be concerned with whether a person has legal status to work in Canada, rather than whether the person is a Canadian citizen, except in the narrow exceptions provided by section 16 of the Code, discussed below.