



Delwin Vriend case – timeline

- December 1987 Delwin Vriend is employed as a laboratory coordinator by The King's College. He is given a permanent, full-time position in 1988.
- February 20, 1990 Vriend is called to the office of the President of The King's College and, in response to an inquiry by the President, confirms that he is gay.
- Early January 1991 The Board of Governors of the College adopts a position statement on homosexuality.
- January 28, 1991 The President of the College requests Vriend's resignation. Vriend declines to resign. The College terminates Vriend's employment.
- June 11, 1991 Vriend attempts to file a complaint with the Alberta Human Rights Commission on the grounds that his employer discriminated against him because of his sexual orientation.
- July 10, 1991 The Alberta Human Rights Commission advises Vriend that he could not make a complaint because sexual orientation is not included as a protected ground under the *Individual's Rights Protection Act*.
- January 31, 1992 The application by Vriend, GALA Gay and Lesbian Awareness Society of Edmonton, Gay and Lesbian Community Centre of Edmonton Society and Dignity Canada Dignité for Gay Catholics and Supporters (referred to below collectively as "Vriend") is filed in the Court of Queen's Bench. The Action Number is 9203-02452.
- November 26, 1993 The hearing of the application at the Court of Queen's Bench, before Justice Anne Russell.



- April 12, 1994 Justice Russell of the Court of Queen's Bench issues the decision ruling in favour of the applicant groups, holding that sexual orientation is included in the equality guarantee in the *Canadian Charter of Rights and Freedoms*, that the omission of sexual orientation from Alberta's human rights legislation at the time was unconstitutional, and that reading in of "sexual orientation" in the relevant provisions of the statute was the appropriate remedy.
- May 6, 1994 The Government of Alberta files in the Court of Appeal of Alberta a Notice of Appeal from the judgment of the Court of Queen's Bench. The Appeal Number is 9403-0380-AC.
- May 9, 1995 The hearing of the Alberta Government's appeal at the Alberta Court of Appeal.
- February 23, 1996 The Alberta Court of Appeal issues its judgment, granting the Government's appeal and overturning Justice Russell's decision. Justices McClung and O'Leary wrote separate reasons for the majority judgment. Justice Hunt dissented.
- April 22, 1996 Application filed on behalf of Vriend in the Supreme Court of Canada for leave to appeal to that Court.
- October 3, 1996 Supreme Court of Canada grants Vriend leave to appeal (and to the Government of Alberta to cross-appeal).
- November 4, 1997 Hearing at the Supreme Court of Canada.
- April 2, 1998 The Supreme Court of Canada renders its judgment in the case.
- April 2, 1998 A rally is held at the Legislature Building to celebrate the Supreme Court judgment.
- April 9, 1998 Premier Ralph Klein announces that the Supreme Court of Canada judgment will be respected, and the notwithstanding clause of the *Charter of Rights and Freedoms* will not be invoked.