

## Submission #26

I was born and raised in [a large city in] [REDACTED] Alberta. I attended all of my schooling in [REDACTED] [Alberta] including both my undergraduate and law school studies [REDACTED] I was the first in my family to attend University and the very first lawyer. As a Muslim, East-Indian woman, practicing as in-house legal counsel at a large organization, I was subjected to inappropriate comments about my religion, my culture, and about being a female by the other male lawyers. Some of the comments and incidents I was subjected to include the following:

- “I hope you are not going to start wearing that thing around your head?”
- “If Muslim women are permitted to wear the niqab, we will wear a balaclava to the bank.”
- “How do you justify your faith after the terrorist attack in the world today?”
- “It’s Ramadan, do you want a ham sandwich?”
- They would often mock Muslims by imitating or making fun of the Arabic recitations.
- A Muslim, member of the public had an issue with a decision, this was discussed at a meeting, and the Director responded “tell him to go pray to Allah all he wants...”
- I told the Human Resources Advisor I was very unhappy about the Islamophobia comments being made, she responded by asking “what is Islamophobia?”
- At legal meetings – the Director thought it would be funny to give everyone who attended an Indian name, so “Marvin” would be called “Marvinder” as the Director thought it was very funny to ridicule traditional Indian names.
- Once a Senior Male Lawyer justified his racist views by explaining he was permitted to be racist as he “grew up being a poor white kid.”
- At an office function, the Director made up a limerick about me, suggesting I looked like a man and I was a Transgender individual.
- I was told since I did not have a family or a spouse, I should not complain about working weekends and evenings, as the other lawyers had a family to go home to.
- A colleague purposely added rum to my non-alcoholic beverage at an office retreat, knowing I did not drink alcohol.
- **A Senior Male Lawyer while in the presence of General Counsel and the Director of Legal Services gawked directly at my breasts and stated the following, “Are you pregnant, as I love love love how fast the milk starts coming in....” the Director and General Counsel laughed and thought the comment was very funny. This same colleague also called me a “whore” at an office retreat.**
- A joke was shared during an office function, there were many people at the table, including all the lawyers, their respective partners, and staff. My colleague, who shared the joke specifically asked for my attention and then proceeded to tell the joke as follows:

There was a classroom full of students, but only 1 brown student.

The teacher asked: “who has ever seen a Ghost?”

Only one student raised their hand – the brown student.

Teacher said: “Please stand up, tell us about the time you saw a Ghost?”

Brown student: (my colleague imitating an Indian accent and broken English)

“Oh, sorry, I thought you said who had SEX with a GOAT?”

... I was disappointed, but not surprised when the table erupted with laughter!!