



Canadian
human rights
commission

Commission
canadienne des
droits de la personne

PROTECTED

File Number: 20260380

April 1, 2026

BY EMAIL

Independent First Nations Alliance
Complainant

Gina Wilson
Deputy Minister
Indigenous Services Canada

Notice: Potential Tribunal referral

The Commission has received a complaint alleging that Indigenous Services Canada has violated the Canadian Human Rights Act (the Act). A copy of the complaint is enclosed with this Notice.

You are receiving this Notice because you are either a Complainant, Respondent or interested party in this human rights complaint. This complaint will proceed directly to a Commissioner who will determine whether or not further inquiry by the Canadian Human Rights Tribunal (Tribunal) is warranted.

The Commission's role is to screen complaints. It does not determine whether discrimination has actually occurred. The Commission refers complaints to the Tribunal if there is enough information to justify proceeding to the next stage, taking into consideration all the circumstances of the complaint. Only the Tribunal determines whether or not discrimination has occurred and whether to award a remedy.

Section 49 of the Act

Based on a review of this complaint, it appears that there may already be enough information on file for the Commissioners to decide whether or not to refer this complaint to the Tribunal in accordance with section 49 of the Act.

Section 49 of the Act states that the Commission can request the Chairperson of the Tribunal to institute an inquiry into the complaint at any stage after a complaint is filed if it is determined that such an inquiry is warranted.

Conciliation is not recommended in this case.

344 rue Slater Street, Ottawa, Ontario K1A 1E1
Toll-free: 1-888-214-1090, Fax: 613-996-9661
www.chrc-ccdp.gc.ca

What do I need to do?

- Provide a written submission to help us understand your position.
- We must receive your information within 30 days, no later than **May 7, 2026**.

What should I include in my submission?

- In your submission, please state your position on whether this complaint should be referred to the Tribunal for further inquiry. The submission will be provided directly to the Commissioner who will consider this information when making their decision.

Any relevant information that is already on file that will be presented to the Commissioner is attached to this Notice in a document called “Commission Package.” Do not provide duplicate information.

IMPORTANT:

Attached to this Notice, you will find instructions on providing your submission in a separate document titled “How do I File a Submission?”. **This includes instructions on how to request an accommodation.** Please follow these instructions carefully. If you fail to follow the instructions, the Commission may not accept your submission for consideration as part of their decision. The email addresses that you provided to the Commission will be used to communicate with you on this matter.

If the other party provides a submission, the Commission will send it to you along with further instructions, and you will have a chance to respond to it.

What happens next?

A Commissioner of the Canadian Human Rights Commission will receive the Commission Package along with both parties’ submissions and will make a decision on the issues set out in this Notice. The Commissioner may also request further information before making a final decision. The Commissioner may also decide to return the file to Assessment.

The Commission will send you a copy of its decision, or directions regarding the next steps in this proceeding to you.

If you have any questions, please contact me at 343-553-5882 or toll-free at 1-888-214-1090 or by email at complaint.plainte@chrc-ccdp.gc.ca.

Sincerely,

Christopher Antle
Human Rights Officer

Attachments (2) Commission Package
 How do I File a Submission?

c.c. Jonathan Gregg, CEO, Independent First Nations Alliance

 Chief Donny Morris, KI First Nation

 Julian F. Falconer, Barrister at Law, Falconers LLP

 Jeremy Greenberg, Senior Associate, Falconers LLP

 Shelby Percival, Associate, Falconers LLP

 Asha James, Associate, Falconers LLP

 Christianne Labelle, Barrister at Law, Falconers LLP

 Erin McMurray, Associate, Falconers LLP

 Vanessa Fortin, Executive Assistant, Indigenous Services Canada

 Tasha Cloutier, Chief of Staff to the Deputy Minister, Indigenous
 Services Canada