



**EQUAL
OPPORTUNITY
TRIBUNAL**
Trinidad & Tobago

OPPORTUNITY KNOCKS

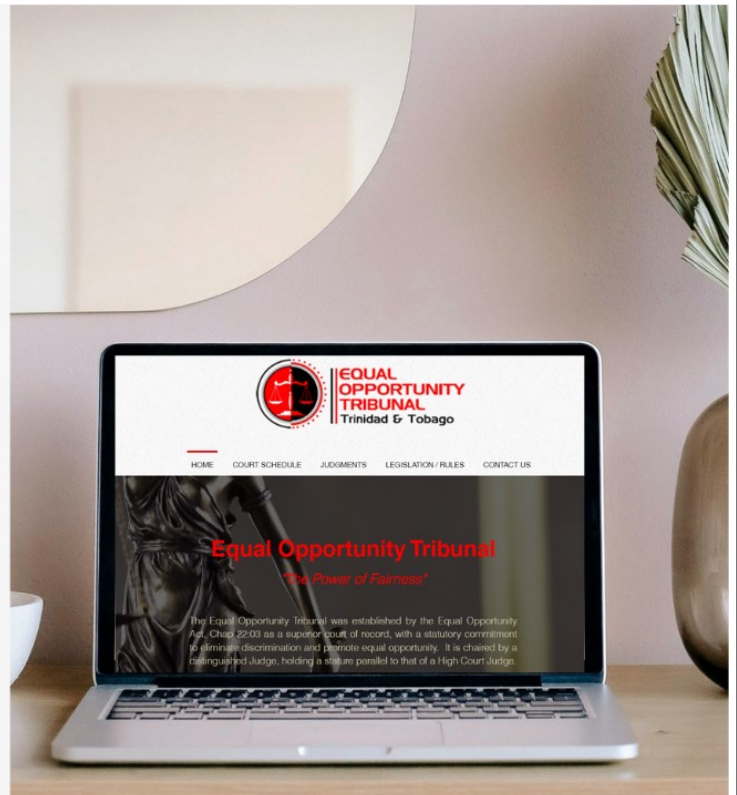
Issue 003

Newsletter

May - August, 2023

We are LIVE!

www.equalrightscourt.org



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Spotlight on Cases Before the Tribunal

Six matters were listed for hearing during the months of May – June, 2023. Under the *Equal Opportunity Act 22:03*, there are seven protected statuses namely;

1. Sex,
2. Race,
3. Disability,
4. Ethnicity,
5. Origin including geographic origin,
6. Religion,
7. Marital Status

Two trials were completed this period and are pending judgment:

- E.O.T No 0006 of 2017 - Clarise Jupiter v. Petroleum Company of Trinidad and Tobago (discrimination by victimization). The trial commenced on May 31, 2023 and continued on June 1, 2023.
- E.O.T 0015 of 2017 Carlisle Roopchand (Complainant) v. PCS Nitrogen Trinidad (discrimination by disability). The trial took place on May 25, 2023.

In these cases, parties were ordered to file their respective closing written submissions for final determination. In these matters decisions are expected to be given by the end of this year.

We encourage readers to continue to check the Equal Opportunity Tribunal's social media platforms and website www.equalrightscourt.org for upcoming court schedules and Judgments.

**EQUAL
RIGHTS**

“Democracy means equality of opportunity for all in education, in public service, and in private employment.”

~ Former Prime Minister, Dr. Eric Williams,
Independence Day Address, 1962 ~

The Equal Opportunity Tribunal's

Upcoming Cases

E.O.T No 0001 of 2022
Crystal Maria Rampersad and
Others v. Palo Seco
Agricultural Enterprises
Limited - **3rd October 2023.**

E.O.T No. 0001 of 2015
Afroza Bhanji v. Superpharm
Ltd - **3rd October 2023.**

E.O.T No. 0006 of 2020 Daryl
Dillon v. Yara Trinidad
Limited - **3rd October 2023.**

E.O.T. No. 0001 of 2019
Raymond Ramcharitar v. The
University of the West Indies -
5th October 2023.

E.O.T No. 0005 of 2020
Parasram Heerah v. Trinidad
Cement Limited - **5th
October 2023.**

E.O.T No. 0005 of 2017 -
Nigel Meltz v. Trinidad and
Tobago Fire Service - **5th
October 2023.**

E.O.T No. 0003 of 2020
Charmaine Lewis v. Port
Authority of Trinidad and
Tobago - **10th October 2023.**

E.O.T No. 0002 of 2018
Oscar Noel Ocho v. Ministry
of Health - **10th October
2023.**

E.O.T No. 0002 of 2022
Kamal Mangaroo v. Trinidad
and Tobago Defence Force -
10th October 2023.

The Equal Opportunity Tribunal's Notice Board

Upcoming Cases

E.O.T No. 0006 of 2016 Sean Ocho v. Water and Sewerage Authority of Trinidad and Tobago - **17th October 2023.**

E.O.T No. 0004 of 2017- Coreen Isaac v. The North Central Regional Health Authority - **24th October 2023.**

E.O.T No. 0003 of 2019 Makesi Soanes v. South-West Regional Health Authority **7th November 2023 and the - 9th November 2023.**

Strategic Partnership

Under the Let's Talk initiative, the Equal Opportunity Tribunal has formed a partnership with the Court of Justice for the European Union (CJEU).

On June 28th, 2023, the CJEU hosted an Information Session for technical officers attached to the Equal Opportunity Tribunal. The session focused on best practices used at the CJEU in case management, Artificial Intelligence, Information and Communications Technology.

The CJEU uses an integrated adaptive case management IT solution based on an adaptive case management tool. The ultimate goal of the tool is to increase the efficiency of the whole institution, limit the duplication of operations, and enhance the interoperability system between the Court and external stakeholders.

The Equal Opportunity Tribunal thanks the CJEU for their continual support in assisting the organisation in its efforts in becoming a court of excellence.

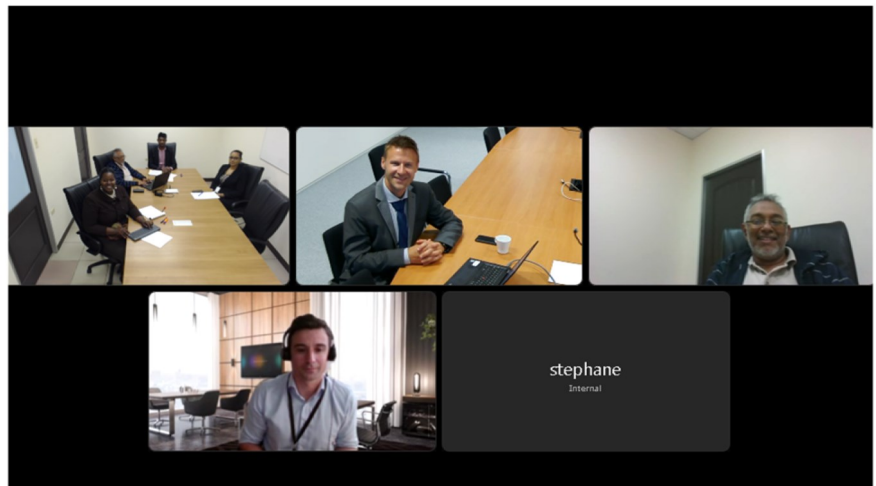


Photo (L-R): Officers attached to the Equal Opportunity Tribunal; Mr. Lepionka, Administrator, SIGA Project Manager; Mr. Rishi Ramsaroop, IT Specialist, Equal Opportunity Tribunal and Mr. Banu Sorin, Administrator, Innovation Lab. **(bottom).**



“The Equal Opportunity Tribunal continues to administer justice one complaint at a time.”





Photo (Above); Her Honour Madam Justice Donna Prowell-Raphael, Chairman and Judge of the Equal Opportunity Tribunal

Emancipation Day: The Crossroads of Freedom, Culture, and Unity

Emancipation Day is of utmost significance in the history of Trinidad and Tobago. It marks the legal end of a dark era and the sunrise of freedom for enslaved Africans on the 1st of August 1834.

The transatlantic slave trade with its extreme brutality constituted a horrific and dehumanising institutionalised operation foisted upon Africans that was sanctioned by British rule and codified into laws and or norms of its colonies. The passing of the Abolition Act in 1833 within the British Empire signified a pivot towards a life embracing compassion and humanity for dispossessed Africans. Emancipation Day, thus, stands as a beacon, a symbol of our ancestors' pain, their struggle for freedom and testament to the indomitable resilience of the human spirit.

Yet, our observance of Emancipation Day must be contextualized within the broader historical experiences that have shaped our nation. Following the abolition of slavery, the British sought to fill the labour gap by implementing a system of indentureship. This led to the arrival of East Indians in Trinidad and Tobago, commencing on the 30th of May 1845. Sadly, they confronted severe and oppressive working conditions. Many historical analysts have noted that the structure of indentureship effectively perpetuated labour exploitation, a characteristic all too familiar from the era of slavery. Indentureship was more than a reinvention of servitude: it was a continuation of devaluing human labour and dignity by the British of persons of a different ethnicity under a new guise.

The termination of indentureship in 1917 marked another notable milestone on the path to human rights and freedom. Over time, both African and Indian cultures have become indispensable parts of our diverse island culture. The akin experiences of adversity and triumph, and the unified aspiration for freedom, have the potential to engender a sense of unity among the society. They can act as catalysts connecting the nation through the history of our ancestors' courage and resilience.

At the Equal Opportunity Tribunal, we have the privilege to carry forward the torch lit by our ancestors. We bear a solemn duty to uphold the values of freedom, equality, and justice that they fought for. Our responsibility is to ensure equitable treatment for all, irrespective of race, religion, ethnicity, or social status. It is our mission to foster respect among all the diverse cultures in Trinidad and Tobago.

As we honour our past, we must also mould our future. Observances such as Emancipation Day serve as potent reminders of the sacrifices made by our forebears, and they instil in us the lessons that will light our path towards a more equitable society. Emancipation Day is more than a testament to the indomitable human spirit. It's a call to action for each of us to continue promoting equality and fairness. Collectively, we can build a society that is true to the values our ancestors struggled for and ensure a future made possible by our past.

As I conclude, I want to express my deep gratitude to all of you for your commitment and dedication to the values we hold dear. Thank you for standing with the Equal Opportunity Tribunal today in celebrating the spirit of Emancipation Day. Together, we can, and will, make a difference.



ON AIR

Equal Opportunity Tribunal:
The Power of Fairness

WEEKLY

RADIO SERIES
COMING SOON!

FLASHBACK

Here are *some* pictures of the internal commemorations celebrating the diverse cultures of Trinidad and Tobago:



Captions:

1. **Above left:** Ms. Jeneve Roopnarine and Ms. Alisa Samai strike a pose in commemoration of Indian Arrival Day.
2. **Above right:** As part of the Emancipation celebrations members of Staff created an exhibition of artefacts.
3. **Bottom right:** Dressed to impress in their African Outfits are Ms. Alisa Samai; Ms. Mintri Beharrylall; Ms. Bianca Cummings-Griffith; Ms. Jannel Naimool-Graham and Ms. Lou Ann Vidal for the Emancipation Day celebration.

Financial Management



Photo (Above): Ms. Mrinalini Supersad, Senior Sales Consultant at Guardian Life

The Equal Opportunity Tribunal hosted a session on Financial Management for staff on July 20, 2023. The session was facilitated by Ms. Mrinalini Supersad, Senior Sales Consultant at Guardian Life.

Ms. Supersad focused on how officers can have financial freedom, retirement and health security. Ms. Supersad facilitated questions and provided answers to all the questions asked by employees.

Literature was also shared for further research.



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