

QUESTIONNAIRE FOR WORKERS/PLAINTIFFS

1. Have you ever been fired or had your job terminated? Y/N

2. Do you believe that the way your job ended was wrong? Y/N

IF YES: Please check the box that best describes **WHY** you feel you were fired wrongfully or your employment was terminated wrongfully:

- No severance or termination pay** (pay in lieu of notice) was paid to me when I was let go.
- Too little severance/termination pay** was paid to me when I was let go.
- No cause** was given for my dismissal
- I disagreed with the cause given by my employer** for my dismissal (for example, **false allegations** of misconduct such as theft, lateness or incompetence)
- Discrimination:** I was dismissed because of my (please specify): race / sex / pregnancy / gender / disability / religion /age / sexual preference; other

- Employer retaliation** for a complaint about I made about: (circle one)
 - a. Health & Safety risks
 - b. Employment Standards violation (ex. Hours of work; leave of absence; minimum wage)
 - c. Workplace accident, injury or disability

3. Did you take any action to find out your rights? Y/N

IF YES, did you: (circle **all** that apply)

- a. **Lawyer** - Speak to a lawyer
- b. **Court (self-represented)** - Sue your former Employer in court on your own
- c. **Court (with lawyer)** - Sue your former Employer in court with the assistance of a lawyer
- d. **Ministry of Labour** - File a complaint with the Ministry of Labour
- e. **Human Rights Commission** - File a complaint with the Ontario Human Rights Commission
- f. **Labour Relations Board** - File a complaint with the Ontario Labour Relations Board
- g. **Legal Aid** - Speak to a Community Legal Clinic or Legal Aid Ontario
- h. **Community** - Speak to an Employment Resource Centre or other community organization
- i. **Friends/Family** - Seek help from a friend or family member
- j. **Did nothing**
- k. **Other:** _____

4. What was the outcome? (circle all that apply)

- a. I won the lawsuit against the Employer in court
- b. I lost the lawsuit against the Employer in court
- c. The court dismissed my case because it wasn't properly presented or prepared
- d. I settled my claim or complaint at mediation
- e. I settled my claim or complaint at a settlement conference in court
- f. I settled my claim or complaint out of court
- g. I did not pursue my claim or complaint
- h. I abandoned my claim after starting the process
- i. My complaint was dealt with through the Ministry of Labour
- j. My complaint was dealt with through the Ontario Human Rights Commission
- k. My complaint was dealt with through the Ontario Labour Relations Board

5. Are you satisfied with the result? Y/N

Please tell us why below:

6. If you did not pursue any claim/complaint against your former Employer, please explain why:

- a. Cost of lawyer
- b. Court fees
- c. Length of process
- d. Couldn't find free legal assistance
- e. Stress or Health
- f. Other: _____