**Discriminatory Language in Alberta Statutes (as of May 2015)**

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| Statute | 1985 | 2015 | RAH REVIEW |
| Administration of Estates Act |  | -his or her, he or she (used once each) | **√** |
| Adult Guardianship and Trusteeship Act |  | -himself or herself (2x)  -his or her  -he or she | **√** |
| Adult Interdependent Relationships Act |  | -his or her | **√** |
| Agrology Profession Act |  | -*Ombudsman* (7x, but count not incl. reference to *Ombudsman Act*) | **√** |
| Alberta Association of Former MLAs Act |  | -he or she (2x) | **√** |
| Alberta Corporate Tax Act |  | **Male pronouns used -** 77(5)(m): “to the Chief Electoral Officer or **his** designate” | **√** |
| Alberta Evidence Act |  | -himself or herself  -he or she  -him or her (3x)  -his or her (3x) | **√** |
| Alberta Health Act |  | -his or her | **√** |
| Alberta Human Rights Act |  | 44(2) “Whenever this Act protects a person from being adversely dealt with on the basis of gender, the protection includes, without limitation, protection of a female from being adversely dealt with on the basis of pregnancy.” [interesting - highlighting of pregnant women as particularly deserving of protection] | **√** |
| Alberta Personal Income Tax (Physical Activity Credit) Amendment Act, 2008 |  | his or her/himself or herself | **√** |
| Alberta Personal Income Tax Act |  | his or her/himself or herself (2x) | **√** |
| Alberta Utilities Commission Act |  | his or her/he or she | **√** |
| An Act to Amend the Alberta Bill of Rights to Protect Our Children |  | himself or herself | **√** |
| Appropriation (Interim Supply) Act, 2001-2004 |  | Preamble: “Her Honour Lois E Cole, Lieutenant Governor of the Province of Alberta”  -Ombudsman | **√** |
| Appropriation (Interim Supply) Act, 2005-2015 |  | - “His Honour…” (gender of Lieutenant Governor changes in 2005)  -Ombudsman | **√** |
| Appropriation (Supplementary Supply) Act, 2000-2004 |  | “Her Honour…” | **√** |
| Appropriation (Supplementary Supply) Act, 2005-2015 |  | “His Honour…” | **√** |
| Appropriation Act, 2000-2015 |  | 2000-2004 “Her Honour Lois…”  2005-2015 “His Honour…” (except 2009)  -Ombudsman (used in every Act) | **√** |
| Auditor General Act |  | -Ombudsman (2x) | **√** |
| Assured Income for the Severely Handicapped Act |  | - his or her (7x)  -he or she (3x) | **√** |
| Blind Persons’ Rights Act |  | -himself or herself (2x) | **√** |
| Blind Workers’ Compensation Act |  | -“Foreman” (instead of foreperson) | **√** |
| Body Armour Control Act |  | -his or her (6x)  -he or she (3x) | **√** |
| Builders’ Lien Act |  | - himself or herself (2x) | **√** |
| Business Corporations Act |  | -his or her (2x)  -he or she (2x) | **√** |
| Chartered Professional Accountants Act |  | -Ombudsman (9x, not incl. ref. to *Ombudsman Act*) | **√** |
| Child, Youth and Family Enhancement Act |  | - he or she  - his or her  - widow or widower  Interpretation  (1)(b)”biological father” means the man (iv) who satisfies a director that he is the biological father of the child  (1)(c)”biological mother” means the woman who gave birth to the child | **√** |
| Class Proceedings Act |  | -he or she (2x) | **√** |
| Companies Act |  | -he or she (15x)  -him or her (6x)/his or her  -himself or herself (7x)  Schedule  -Chairman (9x)  -his or her (42x)  2.  In these regulations, unless the context otherwise requires words importing the singular shall include the plural, and vice versa, and words importing the masculine gender shall include females and words importing persons shall include corporations.  **Male pronouns used** (in 36(4), 168(3), and 245(1) in combination with “himself or herself”)  e.g.: 245(1): The liquidator of a company that is being wound up by the Court may, if satisfied that the nature of the estate or business of the company, or the interests of the creditors or contributories generally, require the appointment of a special manager of the estate or business of the company other than himself or herself, apply to the Court to, and the Court may on the application, appoint a special manager thereof to act during the time the Court directs, with the powers, including any of the powers of a receiver or manager, entrusted to him by the Court. | **√** |
| Condominium Property Act |  | **Male pronouns used** (“his” “he” “him”, 11x)  Appendix 2 (Schedule A and B)  **Male pronouns used** (in context of board members and property owners; used in 5 separate provisions  e.g.: 2   When the purpose for which a unit is intended to be used is shown expressly or by necessary implication or by the registered condominium plan, an owner shall not use his unit for any other purpose, or permit the unit to be so used. | **√** |
| Condominium Property Amendment Act, 2014 |  | -himself or herself | **√** |
| Conflicts of Interest Act |  | -He or she (5x)  -His or her (10x)  -Ombudsman (2x in Schedule) | **√** |
| Court of Queen’s Bench Act |  | -him or her | **√** |
| Corrections Act |  | I don’t think this counts, but reference to the *Ombudsman Act* occurs once (did not highlight this in list of Acts) | **√** |
| Credit Union Act |  | -Ombudsman (4x) | **√** |
| Crown’s Right of Recovery Act |  | -His or her (2x) | **√** |
| Dangerous Goods Transportation and Handling Act |  | -His or her | **√** |
| Defamation Act |  | -Him or her | **√** |
| Education Act |  | -His or her | **√** |
| Election Act |  | -He or she (6x)  -Him or her (1x)  -His or her (30x) | **√** |
| Election Finances and Contributions Disclosure Act |  | -His or her (2x) | **√** |
| Emergency Medical Aid Act | 100 | -His or her (2x) | **√** |
| Employment Pension Plans Act |  | -He or she (13x)  -Him or her (1x)  -His or her (50x) | **√** |
| Employment Standards Code |  | -He or she (1x)  -His or her (2x)  **Only female pronouns,** in context of maternity leave (only given to pregnant employees, so would assume this use of gendered pronouns is justified) | **√** |
| Engineering and Geoscience Professions Act |  | -“foreman” (2x) | **√** |
| Estate Administration Act (soon to be amended) |  | -He or she (3x)  -His or her (4x) | **√** |
| Family Law Act |  | -He or she (3x)  -His or her (17x)  **Male pronouns used**, but in context of definition of biological father  **Female pronouns used**, but in context of surrogate birth mothers for assisted reproduction  Right to pledge credit abolished  105   A wife’s common law right to pledge her husband’s credit for necessaries after separation is abolished.    Implied agency abolished  106   The common law presumption of implied agency of a wife to render her husband liable for necessaries supplied by a third party is abolished.  104(3)  Subsections (1) and (2) operate to make the same law apply, and apply equally, to married men and married women and to remove any difference in it resulting from any common law rule or doctrine. | **√** |
| Fatality Inquiries Act |  | -He or she (1x)  -Him or her (1x)  -His or her (1x) | **√** |
| Financial Administration Act |  | -His or her (1x)  -Ombudsman (2x) | **√** |
| Fisheries (Alberta) Act |  | -He or she (1x)  -His or her (3x) | **√** |
| Freedom of Informatino and Protection of Privacy Act |  | -Ombudsman (1x) | **√** |
| Gaming and Liquor Act |  | -Himself or herself | **√** |
| Glenbow-Alberta Institute Act |  | **Male pronoun used,** but in context of specific person so not included on hit-list | **√** |
| Government Organization Act |  | -Ombudsman (13x) | **√** |
| Health Information Act |  | -Ombudsman (1x) | **√** |
| Health Insurance Premiums Act |  | -Himself or herself (3x)  -His or her (1x) | **√** |
| Health Professions Act |  | -Himself or herself (1x)  -“midwife” used multiple times  -Ombudsman (1x, not including reference to statute) | **√** |
| Highways Development and Protection Act |  | -He or she (1x) | **√** |
| Historical Resources Act |  | -Himself or herself | **√** |
| Holocaust Memorial Day and Genocide Remembrance Act |  | “WHEREAS the Holocaust was the state‑sponsored, systematic persecution and annihilation of European Jewish men, women and children by the Nazis and their collaborators between 1933 and 1945”  [not sure if this counts, but included on hit-list] | **√** |
| Human Tissue and Organ Donation Act |  | -He or she (3x)  -His or her (8x) | **√** |
| Income and Employment Supports Act |  | -He or she (2x)  -Himself or herself (1x)  -His or her (8x)  References *Widow’s Pension Act* | **√** |
| Innkeepers Act |  | -Himself or herself | **√** |
| Insurance Act |  | -His or her (13x) | **√** |
| International Child Abduction Act |  | -His or her (1x) | **√** |
| International Commercial Arbitration Act |  | **Male pronouns only** (8x “he”; 31x “his”; 4x “him/self”) | **√** |
| International Conventions Implementation Act |  | **Male pronouns only**  (84x”he”; 20x “him/self”; 65x “his”) | **√** |
| Interpretation Act |  | (2)  In an enactment, words importing male persons include female persons, words importing female persons include male persons and words importing either sex include corporations.    28(1)(p.01)    “father” means a parent who is a male person;  28(1)(ii.1)    “mother” means a parent who is a female person; | **√** |
| Labour Relations Code |  | -himself or herself (3x)  -his or her (1x) | **√** |
| Land Titles Act |  | -Himself or herself (7x)  -His or her (3x)  Schedule 1 3.  The covenantor, the covenantor’s executors, administrators, or transferees, will, at all times during the stated term, cultivate, use and manage in a **proper husbandlike manner**, all  parts of the land as are now or shall afterwards, with the consent in writing of the lessor or the lessor’s transferees, be broken up or converted into tillage and will not impoverish or waste that land. | **√** |
| Law of Property Act |  | Abolition of dower  3   No widow is entitled to dower in the land of her deceased husband except as provided in the Dower Act.  Abolition of tenancy by the curtesy  4   No husband is entitled to any estate by the curtesy in the land of his deceased wife.  Transfer of land to husband and wife  5(1)  Subject to section 8, if land is transferred to a husband and wife, the transferees take according to the tenor of the transfer.  Transfers between husband and wife  6   A husband may make a transfer of land to his wife, and a wife may make a transfer of land to her husband, without in either case the intervention of a trustee. | **√** |
| Livestock Identification and Commerce Act |  | -he or she (1x)  -his or her (1x) | **√** |
| Livestock Industry Diversification Act |  | Female used twice, but in context of livestock so not counted in hit-list | **√** |
| Lobbyists Act |  | -His or her (5x)  -Him or her (1x) | **√** |
| Local Authorities Election Act |  | -He or she (1x)  -Him or her/himself or herself (6x)  -His or her (10x) | **√** |
| Maintenance Enforcement Act |  | -Ombudsman (1x, not including ref to statute) | **√** |
| Mandatory Testing and Disclosure Act |  | -He or she (1x)  -His or her (1x) | **√** |
| Marketing of Agricultural Products Act |  | -He or she (1x)  -Him or her/himself or herself (3x)  -His or her (5x) | **√** |
| Marriage Act |  | (8)(2)  … each of the parties shall say to the other:      I call on those persons present to witness that I, \_\_\_\_\_\_\_\_, do take you, \_\_\_\_\_\_\_\_\_\_\_, to be my lawful wedded wife (or husband, or spouse).  Marriage of persons under 16  17(2)  This section does not apply with respect to a female who is shown by the certificate of a physician to be either pregnant or the mother of a living child.  Order dispensing with consent  (20)(2)  No order shall be made under this section in respect of a person under the age of 16 years, unless that person is a female and is shown by the certificate of a physician to be either pregnant or the mother of a living child. | **√** |
| Married Women’s Act |  | [Entire Act uses language that, while not necessarily discriminatory, certainly distinguishes men from women, and married women from other types of women too] | **√** |
| Maternal Tort Liability Act |  | [I counted this statute in the hit-list, but assume it is justified use of gendered language, b/c deals only with tort liability for pregnant women] | **√** |
| Members of the Legislative Assembly Pension Plan Act |  | -Him or her/himself or herself (5x) | **√** |
| Metis Settlement Act (but recently amended, new file coming soon) |  | -He or she (10x)  -His or her (11x)  -Him or her (1x)  -Ombudsman (4x)  **Male pronouns only** (11 x)  Schedule 3, Co-Management Agreement -‘Interpretation’  103   In this agreement, except where otherwise expressly provided or where the context does not permit  (b)    words importing any one of the masculine, feminine or neuter genders include the other genders, and a reference to a person includes a body corporate; and | **√** |
| Mines and Minerals Act |  | Interpretation of agreement  22(1)  Wherever the singular or masculine or neuter is used in an agreement, it shall be construed as meaning the plural or feminine or a corporation where the context or the parties to the agreement so require. | **√** |
| Miscellaneous Statutes Amendment Act, 2001 |  | -Chairman (1x) | **√** |
| Motor Vehicle Accident Claims Act |  | -Himself or herself (1x) | **√** |
| New Home Buyer Protection Act |  | -Him or her/himself or herself (2x) | **√** |
| Notaries and Commissioners Act |  | -He or she (2x)  -Himself or herself (5x)  -His or her (10x) | **√** |
| Occupiers’ Liability Act |  | -Himself or herself (1x) | **√** |
| Ombudsman Act |  | -He or she (2x)  -Him or her/himself or herself (3x)  -His or her (3x)  -Ombudsman (141x) | **√** |
| Peace Officer Act |  | -Him or her (2x)  -His or her (2x) | **√** |
| Perpetuities Act |  | -He or she (1x)  -His or her (1x)  s22 The rules of law and statutory enactments relating to perpetuities and to accumulations do not apply and are deemed never to have applied to the trusts of a plan, trust or fund established for the purpose of providing pensions, retirement allowances, annuities or sickness, death or other benefits to employees or persons not being employees engaged in any lawful calling or to their widows, widowers, dependants or other beneficiaries.  Presumptions and evidence as to future parenthood  9(1)  When, in proceedings respecting the rule against perpetuities, a question arises that turns on the ability of a person to have a child at some future time, then  (a)    it shall be presumed  (i)    that a male is able to have a child at the age of 14 years or over, but not under that age, and  (ii)    that a female is able to have a child at the age of 12 years or over, but not under that age or over the age of 55 years, | **√** |
| Personal Directives Act |  | -Himself or herself (1x) | **√** |
| Personal Information Protection Act |  | -His or her (5x)  -Ombudsman (2x) | **√** |
| Petty Trespass Act |  | -He or she (1x) | **√** |
| Police Act |  | -Himself or herself/him or her (6x)  -His or her (3x) | **√** |
| Pooled Registered Pension Plans Act |  | -He or she (3x)  -Him or her (2x)  -His or her (14x) | **√** |
| Post-Secondary Learning Act |  | -His or her (1x) | **√** |
| Property Rights Advocate Act |  | -His or her (1x) | **√** |
| Protection Against Family Violence Act |  | -His or her (1x) | **√** |
| Protection for Persons In Care Act |  | -Himself or herself (2x) | **√** |
| Provincial Offences Procedure Act |  | -Himself or herself (1x) | **√** |
| Public Health Act |  | -He or she (1x)  -Himself or herself (1x)  -“Midwife” (9x) | **√** |
| Public Highways Development Act |  | -Himself or herself (1x) | **√** |
| Public Inquiries Act |  | -His or her (1x) | **√** |
| Public Interest Disclosure Act |  | -His or her (1x)  -Ombudsman (5x, not including ref. to statute) | **√** |
| Public Lands Act |  | -Him or her/himself or herself (2x)  Number and gender  38   Where the singular or masculine or neuter is used in a disposition, it shall, when the context or parties require, be construed to mean respectively the plural or feminine or a corporation. | **√** |
| Public Service Act |  | -He or she (4x)  -His or her (6x)  -Ombudsman (2x) | **√** |
| Public Service Employee Relations Act |  | -His or her (1x) | **√** |
| Public Trustee Act |  | -He or she (1x) | **√** |
| Queen Elizabeth II Golden Jubilee Recognition Act |  | -his or her (1x) | **√** |
| Real Estate Act |  | -Himself or herself (3x) | **√** |
| Regulated Accounting Profession Act |  | -Ombudsman (3x)  -Chairman (2x) | **√** |
| Regulated Forestry Profession Act |  | -Ombudsman (2x, not incl. ref. to statute) | **√** |
| Rural Utilities Act |  | -He or she (2x)  -His or her (1x) | **√** |
| Safer Communities and Neighbourhoods Act |  | -He or she (5x)  -His or her (5x) | **√** |
| Sale of Goods Act |  | -Himself or herself (2x)  -His or her (2x) | **√** |
| School Act |  | -Himself or herself (2x) | **√** |
| Securities Act |  | -He or she (2x)  -His or her (2x) | **√** |
| Securities Amendment Act, 2014 |  | -His or her (2x) | **√** |
| Securities Transfer Act |  | -His or her (1x) | **√** |
| Security Services and Investigators Act |  | -He or she (1x)  -His or her (3x) | **√** |
| Senatorial Selection Act |  | -Himself or herself (1x) | **√** |
| Service Dogs Act |  | -Himself or herself (2x) | **√** |
| Settlement of international investment disputes act |  | -Chairman (16x)  **Male pronouns only** | **√** |
| Skin Cancer Prevention (Artificial Tanning) Act |  | -His or her (2x) | **√** |
| Soil Conservation Act |  | -Fieldman (2x) | **√** |
| Surface Rights Act |  | -Himself or herself (1x) | **√** |
| Surveys Act |  | -Himself or herself (1x) | **√** |
| Tobacco and Smoking Reduction Act |  | -He or she (1x)  -his or her (1x) | **√** |
| Traffic Safety Act |  | -His or her (1x) | **√** |
| Trustee Act |  | -He or she (1x)  -Himself or herself (1x)  Conveyances by married woman  20   When a freehold hereditament is vested in a married woman as bare trustee she may convey or surrender it as if she were a femme sole and without her husband joining in the conveyance.  Breach of trust at instigation of beneficiary  26   When a trustee has committed a breach of trust at the instigation or request or with the consent in writing of a beneficiary, the court may, if it thinks fit, and notwithstanding that the beneficiary is a married woman entitled for her separate use, whether with or without a restraint on anticipation, make any order that to the court seems just for impounding all or any part of the interest of the beneficiary in the trust estate by way of indemnity to the trustee or person claiming though the trustee. | **√** |
| Unclaimed Personal Property and Vested Property Act |  | -He or she (1x)  -His or her (1x) | **√** |
| Veterinary Profession Act |  | -Ombudsman (1x, not incl. ref. to statute) | **√** |
| Vital Statistics Act |  | -His or her (2x) | **√** |
| Wildlife Act |  | -He or she (5x)  -Him or her (1x)  -His or her (1x) | **√** |
| Wills and Succession Act |  | -He or she (2x)  -His or her (17x)  Schedule - Convention Providing a Uniform Law on the Form of an International Will  **Male pronouns only**  Annex – Uniform Law on the Form of an International Will  **Male pronouns only** | **√** |
| Witness security Act |  | -He or she (3x)  -His or her (1x) | **√** |
| Women’s Institute Act |  | [entire statute singles out women] | **√** |
| Workers’ Compensation Act |  | -Himself or herself (2x)  -His or her (1x) | **√** |
| Youth Justice Act |  | -He or she (1x)  -Himself or herself/him or her (3x)  -His or her (1x) | **√** |