|  |  |  |  |
| --- | --- | --- | --- |
| √ | 1 | [Access to Information Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-a-1/latest/rsc-1985-c-a-1.html), RSC 1985, c A-1 | * **Male pronouns**
* His or her/etc.
 |
| √ | 2 | [Administrative Tribunals Support Service of Canada Act](https://www.canlii.org/en/ca/laws/stat/sc-2014-c-20-s-376/latest/sc-2014-c-20-s-376.html), SC 2014, c 20, s 376 | * his or her
 |
| √ | 3 | [Aeronautics Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-a-2/latest/rsc-1985-c-a-2.html), RSC 1985, c A-2 | * **Male pronouns** (e.g. in reference to the Minister, see 8.7(6), or in reference to optometrists and physicians, see 6.5(4))
* He or she/etc,
 |
| √ | 4 | [Agricultural and Rural Development Act (ARDA)](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-a-3/latest/rsc-1985-c-a-3.html), RSC 1985, c A-3 | * **Male pronouns** (e.g. in reference to Governor in Council, see 10)
 |
| √ | 5 | [Agricultural Marketing Programs Act](https://www.canlii.org/en/ca/laws/stat/sc-1997-c-20/latest/sc-1997-c-20.html), SC 1997, c 20 | * His or her
 |
| √ | 6 | [Alberta Natural Resources Act](https://www.canlii.org/en/ca/laws/stat/sc-1930-c-3/latest/sc-1930-c-3.html), SC 1930, c 3 | * “chairman” (in Schedule)
 |
| √ | 7 | [Animal Pedigree Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-8-4th-supp/latest/rsc-1985-c-8-4th-supp.html), RSC 1985, c 8 (4th Supp) | * “chairman”
 |
| √ | 8 | [Antarctic Environmental Protection Act](https://www.canlii.org/en/ca/laws/stat/sc-2003-c-20/latest/sc-2003-c-20.html), SC 2003, c 20 | * He or she/etc.
 |
| √ | 9 | [Anti-Personnel Mines Convention Implementation Act](https://www.canlii.org/en/ca/laws/stat/sc-1997-c-33/latest/sc-1997-c-33.html), SC 1997, c 33 | * His or her (Article 8)
 |
| √ | 10 | [Apprentice Loans Act](https://www.canlii.org/en/ca/laws/stat/sc-2014-c-20-s-483/latest/sc-2014-c-20-s-483.html), SC 2014, c 20, s 483 | * He or she
 |
| √ | 11 | [Arctic Waters Pollution Prevention Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-a-12/latest/rsc-1985-c-a-12.html), RSC 1985, c A-12 | * **Male pronouns**
* E.g. “waste” means (a) any substance that, if added to any water, would degrade or alter or form part of a process of degradation or alteration of the quality of that water to an extent that is detrimental to their use by man or by any animal, fish or plant that is useful to man, and …
 |
| √ | 12 | [Asia-Pacific Foundation of Canada Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-a-13/latest/rsc-1985-c-a-13.html), RSC 1985, c A-13 | * he or she/etc.
* **Male pronouns** (e.g. 18 in reference to the President of the board)
* *See this interestingly mix-matched provision:* 13. The Chairperson shall preside at meetings of the Board and may perform such other duties as are assigned to him by the Board.
 |
| √ | 13 | [Assisted Human Reproduction Act](https://www.canlii.org/en/ca/laws/stat/sc-2004-c-2/latest/sc-2004-c-2.html), SC 2004, c 2 | * Female pronouns used throughout, in reference to surrogate mothers
* See provision 2(c) in reference to assisted human reproduction technologies: “… while all persons are affected by these technologies, women more than men are directly and significantly affected by their application and the health and well-being of women must be protected in the application of these technologies;”
 |
| √ | 14 | [Auditor General Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-a-17/latest/rsc-1985-c-a-17.html), RSC 1985, c A-17 | * He or she/ etc.
* **Male pronouns** (e.g. in reference to Auditor General, 7(2))
 |
| √ | 15 | [Aviation Industry Indemnity Act](https://www.canlii.org/en/ca/laws/stat/sc-2014-c-29-s-2/latest/sc-2014-c-29-s-2.html), SC 2014, c 29, s 2 | * He or she/etc.
 |
| √ | 16 | [Bank Act](https://www.canlii.org/en/ca/laws/stat/sc-1991-c-46/latest/sc-1991-c-46.html), SC 1991, c 46 | * He or she/etc.
* “fisherman”
 |
| √ | 17 | [Bank of British Columbia Business Continuation Act](https://www.canlii.org/en/ca/laws/stat/sc-1986-c-47/latest/sc-1986-c-47.html), SC 1986, c 47 | * **Male pronouns**
 |
| √ | 18 | [Bank of Canada Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-b-2/latest/rsc-1985-c-b-2.html), RSC 1985, c B-2 | * He or she
* **Male pronouns** (e.g. in reference to Minister, s 28(5))
 |
| √ | 19 | [Bankruptcy and Insolvency Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-b-3/latest/rsc-1985-c-b-3.html), RSC 1985, c B-3 | * Combination of **male pronouns** (e.g. used in reference to trustees, creditors, etc.) and his or her
* “fisherman”
 |
| √ | 20 | [Bills of Exchange Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-b-4/latest/rsc-1985-c-b-4.html), RSC 1985, c B-4 | * **Male pronouns**
 |
| √ | 21 | [Bills of Lading Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-b-5/latest/rsc-1985-c-b-5.html), RSC 1985, c B-5 | * **Male pronouns**
 |
| √ | 22 | [Boards of Trade Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-b-6/latest/rsc-1985-c-b-6.html), RSC 1985, c B-6 | * **Male pronouns** (in reference to members of corporations)
 |
| √ | 23 | [Boucherville Islands Bridge and Tunnel Act](https://www.canlii.org/en/ca/laws/stat/sc-1963-c-6/latest/sc-1963-c-6.html), SC 1963, c 6 | * **Male pronoun used**
 |
| √ | 24 | [Bretton Woods and Related Agreements Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-b-7/latest/rsc-1985-c-b-7.html), RSC 1985, c B-7 | * **Male pronouns**
* “chairman” (in Schedule 1 – Articles of Agreement of the International Monetary Fund)
 |
| √ | 25 | [Bridge to Strengthen Trade Act](https://www.canlii.org/en/ca/laws/stat/sc-2012-c-31-s-179/latest/sc-2012-c-31-s-179.html), SC 2012, c 31, s 179 | * He or she
 |
| √ | 26 | [Bridges Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-b-8/latest/rsc-1985-c-b-8.html), RSC 1985, c B-8 | * **Male pronouns**
 |
| √ | 27 | [British Columbia Indian Reserves Mineral Resources Act](https://www.canlii.org/en/ca/laws/stat/sc-1943-44-c-19/latest/sc-1943-44-c-19.html), SC 1943-44, c 19 | * **Male pronouns** (used in schedule)
 |
| √ | 28 | [Broadcasting Act](https://www.canlii.org/en/ca/laws/stat/sc-1991-c-11/latest/sc-1991-c-11.html), SC 1991, c 11 | * “chairman”
* “men, women and children” used twice
 |
| √ | 29 | [Buffalo and Fort Erie Public Bridge Company, An Act Respecting the](https://www.canlii.org/en/ca/laws/stat/sc-1934-c-63/latest/sc-1934-c-63.html), SC 1934, c 63 | * **Male pronouns** (e.g. in reference to trustees)
 |
| √ | 30 | [Business Development Bank of Canada Act](https://www.canlii.org/en/ca/laws/stat/sc-1995-c-28/latest/sc-1995-c-28.html), SC 1995, c 28 | * His or her
 |
| √ | 31 | [Campobello-Lubec Bridge Act](https://www.canlii.org/en/ca/laws/stat/sc-1958-c-23/latest/sc-1958-c-23.html), SC 1958, c 23 | * **Male pronoun used**
 |
| √ | 32 | [Canada Border Services Agency Act](https://www.canlii.org/en/ca/laws/stat/sc-2005-c-38/latest/sc-2005-c-38.html), SC 2005, c 38 | * His or her
 |
| √ | 33 | [Canada Business Corporations Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-c-44/latest/rsc-1985-c-c-44.html), RSC 1985, c C-44 | * Combination of **male pronouns** (in reference to business owners, inspectors, etc.)) and *he or she/him or her*
* “chairman”
 |
| √ | 34 | [Canada Consumer Product Safety Act](https://www.canlii.org/en/ca/laws/stat/sc-2010-c-21/latest/sc-2010-c-21.html), SC 2010, c 21 | * His or her/etc.
 |
| √ | 35 | [Canada Cooperatives Act](https://www.canlii.org/en/ca/laws/stat/sc-1998-c-1/latest/sc-1998-c-1.html), SC 1998, c 1 | * He or she/etc.
 |
| √ | 36 | [Canada Corporations Act](https://www.canlii.org/en/ca/laws/stat/rsc-1970-c-c-32/latest/rsc-1970-c-c-32.html), RSC 1970, c C-32 | * **Male pronouns only**
* “Chairman”
 |
| √ | 37 | [Canada Deposit Insurance Corporation Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-c-3/latest/rsc-1985-c-c-3.html), RSC 1985, c C-3 | * He or she/etc.
 |
| √ | 38 | [Canada Development Corporation Reorganization Act](https://www.canlii.org/en/ca/laws/stat/sc-1985-c-49/latest/sc-1985-c-49.html), SC 1985, c 49 | * **Male pronouns** (e.g. in reference to directors of corporations)
 |
| √ | 39 | [Canada Disability Savings Act](https://www.canlii.org/en/ca/laws/stat/sc-2007-c-35-s-136/latest/sc-2007-c-35-s-136.html), SC 2007, c 35, s 136 | * His or her
 |
| √ | 40 | [Canada Elections Act](https://www.canlii.org/en/ca/laws/stat/sc-2000-c-9/latest/sc-2000-c-9.html), SC 2000, c 9 | * His or her/etc.
* “mother tongue”
 |
| √ | 41 | [Canada Evidence Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-c-5/latest/rsc-1985-c-c-5.html), RSC 1985, c C-5 | * Combination of *he or she* and **male pronouns** (in reference to accountants, witnesses, etc.)
* E.g.: 4. (1) Every person charged with an offence, and, except as otherwise provided in this section, the wife or husband, as the case may be, of the person so charged, is a competent witness for the defence, whether the person so charged is charged solely or jointly with any other person. …
 |
| √ | 42 | [Canada Grain Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-g-10/latest/rsc-1985-c-g-10.html), RSC 1985, c G-10 | * Combination of *he or she* and **male pronouns** (e.g. in reference to inspectors, commissioners, etc.)
* “chairman”
 |
| √ | 43 | [Canada Health Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-c-6/latest/rsc-1985-c-c-6.html), RSC 1985, c C-6 | * **Male pronoun used**
 |
| √ | 44 | [Canada Labour Code](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-l-2/latest/rsc-1985-c-l-2.html), RSC 1985, c L-2 | * Combination of *He or she* and **male pronouns**
* A number of provisions use female pronouns only, in reference to employees taking mat leave – most other uses of the term employee uses male pronousn
 |
| √ | 45 | [Canada Lands Surveys Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-l-6/latest/rsc-1985-c-l-6.html), RSC 1985, c L-6 | * **Male pronouns used** (in reference to positions of authority like ministers, governors in council, etc.); *his or her* used twice
 |
| √ | 46 | [Canada Mortgage and Housing Corporation Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-c-7/latest/rsc-1985-c-c-7.html), RSC 1985, c C-7 | * Combination of **male pronouns** (e.g. in reference to officers) and *his or her*
 |
| √ | 47 | [Canada National Parks Act](https://www.canlii.org/en/ca/laws/stat/sc-2000-c-32/latest/sc-2000-c-32.html), SC 2000, c 32 | * His or her
 |
| √ | 48 | [Canada Not-for-Profit Corporations Act](https://www.canlii.org/en/ca/laws/stat/sc-2009-c-23/latest/sc-2009-c-23.html), SC 2009, c 23 | * His or her
 |
| √ | 49 | [Canada Oil and Gas Operations Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-o-7/latest/rsc-1985-c-o-7.html), RSC 1985, c O-7 | * **Male pronouns**
* “Chairman”
 |
| √ | 50 | [Canada Pension Plan](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-c-8/latest/rsc-1985-c-c-8.html), RSC 1985, c C-8 | * Majority of **male pronouns** (with only a few instances of *he or she/him or her*)
* “spokesman”
 |
| √ | 51 | [Canada Petroleum Resources Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-36-2nd-supp/latest/rsc-1985-c-36-2nd-supp.html), RSC 1985, c 36 (2nd Supp) | * **Male pronouns** (e.g. in reference to Ministers, property holders, etc.)
* “chairman”
 |
| √ | 52 | [Canada Post Corporation Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-c-10/latest/rsc-1985-c-c-10.html), RSC 1985, c C-10 | * **Male pronouns** (e.g. in reference to Governor-in-Council, director, customs officer)
 |
| √ | 53 | [Canada Prize Act](https://www.canlii.org/en/ca/laws/stat/rsc-1970-c-p-24/latest/rsc-1970-c-p-24.html), RSC 1970, c P-24 | * **Male pronoun used**
 |
| √ | 54 | [Canada School of Public Service Act](https://www.canlii.org/en/ca/laws/stat/sc-1991-c-16/latest/sc-1991-c-16.html), SC 1991, c 16 | * his or her
 |
| √ | 55 | [Canada Shipping Act, 2001](https://www.canlii.org/en/ca/laws/stat/sc-2001-c-26/latest/sc-2001-c-26.html), SC 2001, c 26 | * he or she/etc.
* **Male pronouns** used in Schedule 3
 |
| √ | 56 | [Canada Student Financial Assistance Act](https://www.canlii.org/en/ca/laws/stat/sc-1994-c-28/latest/sc-1994-c-28.html), SC 1994, c 28 | * He or she/etc.
 |
| √ | 57 | [Canada Student Loans Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-s-23/latest/rsc-1985-c-s-23.html), RSC 1985, c S-23 | * He or she/etc.
 |
| √ | 58 | [Canada Transportation Act](https://www.canlii.org/en/ca/laws/stat/sc-1996-c-10/latest/sc-1996-c-10.html), SC 1996, c 10 | * He or she/etc.
 |
| √ | 59 | [Canada Water Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-c-11/latest/rsc-1985-c-c-11.html), RSC 1985, c C-11 | * **Male pronouns**
* “waste” means (a) any substance that, if added to any water, would degrade or alter or form part of a process of degradation or alteration of the quality of that water to an extent that is detrimental to their use by man or by any animal, fish or plant that is useful to man, and
 |
| √ | 60 | [Canada Wildlife Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-w-9/latest/rsc-1985-c-w-9.html), RSC 1985, c W-9 | * he or she/etc.
 |
| √ | 61 | [Canada-Argentina Income Tax Convention Act, 1994](https://www.canlii.org/en/ca/laws/stat/sc-1994-c-17-part-iv/latest/sc-1994-c-17-part-iv.html), SC 1994, c 17, Part IV | * **Male pronouns** (and other male nouns like “Sportsman”)
 |
| √ | 62 | [Canada-Belgium Income Tax Convention Act, 1976](https://www.canlii.org/en/ca/laws/stat/sc-1974-75-76-c-104-part-ii/latest/sc-1974-75-76-c-104-part-ii.html), SC 1974-75-76, c 104, Part II | * **Male pronouns**
 |
| √ | 63 | [Canada-Brazil Income Tax Convention Act, 1984](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-23-part-iv/latest/rsc-1985-c-23-part-iv.html), RSC 1985, c 23, Part IV | * **Male pronouns**
 |
| √ | 64 | [Canada–Finland Tax Convention Act, 2006](https://www.canlii.org/en/ca/laws/stat/sc-2006-c-8-s-2/latest/sc-2006-c-8-s-2.html), SC 2006, c 8, s 2 | * **Male pronouns**
 |
| √ | 65 | [Canada–Korea Economic Growth and Prosperity Act](https://www.canlii.org/en/ca/laws/stat/sc-2014-c-28/latest/sc-2014-c-28.html), SC 2014, c 28 | * he or she
 |
| √ | 66 | [Canada–Newfoundland and Labrador Atlantic Accord Implementation Act](https://www.canlii.org/en/ca/laws/stat/sc-1987-c-3/latest/sc-1987-c-3.html), SC 1987, c 3 | * he or she/etc.
* provisions dealing specifically with pregnant employees use female pronouns
* “fishermen”
 |
| √ | 67 | [Canada - Norway Tax Convention Act, 2002](https://www.canlii.org/en/ca/laws/stat/sc-2002-c-24-s-6/latest/sc-2002-c-24-s-6.html), SC 2002, c 24, s 6 | * Schedule: b) the term “Norway” means the Kingdom of Norway, including any area outside the territorial waters of the Kingdom of Norway where the Kingdom of Norway, according to Norwegian legislation and in accordance with international law, may exercise her rights with respect to the seabed and subsoil and their natural resources; the term does not comprise Svalbard, Jan Mayen and the Norwegian dependencies
 |
| √ | 68 | [Canada-Nova Scotia Offshore Petroleum Resources Accord Implementation Act](https://www.canlii.org/en/ca/laws/stat/sc-1988-c-28/latest/sc-1988-c-28.html), SC 1988, c 28 | * *He or she/his or her* except in provision 236 where male pronouns are used (in reference to a Federal Minister) and in 239 in reference to any public authority
* provisions dealing specifically with pregnant employess use female pronouns
* “fishermen”
 |
| √ | 69 | [Canada–Oman Tax Agreement Act, 2004](https://www.canlii.org/en/ca/laws/stat/sc-2005-c-8-s-5/latest/sc-2005-c-8-s-5.html), SC 2005, c 8, s 5 | * “chairman”
 |
| √ | 70 | [Canada-United Kingdom Civil and Commercial Judgments Convention Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-c-30/latest/rsc-1985-c-c-30.html), RSC 1985, c C-30 | * **Male pronouns**
 |
| √ | 71 | [Canada–United States Tax Convention Act, 1984](https://www.canlii.org/en/ca/laws/stat/sc-1984-c-20/latest/sc-1984-c-20.html), SC 1984, c 20 | * Mostly **male pronouns** (with a few instances of *he or she*)
 |
| √ | 72 | [Canadian Agricultural Loans Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-25-3rd-supp/latest/rsc-1985-c-25-3rd-supp.html), RSC 1985, c 25 (3rd Supp) | * **Male pronouns**
 |
| √ | 73 | [Canadian Air Transport Security Authority Act](https://www.canlii.org/en/ca/laws/stat/sc-2002-c-9-s-2/latest/sc-2002-c-9-s-2.html), SC 2002, c 9, s 2 | * his or her/etc.
 |
| √ | 74 | [Canadian Arsenals Limited Divestiture Authorization Act](https://www.canlii.org/en/ca/laws/stat/sc-1986-c-20/latest/sc-1986-c-20.html), SC 1986, c 20 | * **Male pronouns**
 |
| √ | 75 | [Canadian Bill of Rights](https://www.canlii.org/en/ca/laws/stat/sc-1960-c-44/latest/sc-1960-c-44.html), SC 1960, c 44 | * **Male pronouns**
* Preamble: “Affirming also that men and institutions remain free only when freedom is founded upon respect for moral and spiritual values and the rule of law;”
 |
| √ | 76 | [Canadian Centre for Occupational Health and Safety Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-c-13/latest/rsc-1985-c-c-13.html), RSC 1985, c C-13 | * **Male pronouns**
* “chairman”
 |
| √ | 77 | [Canadian Dairy Commission Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-c-15/latest/rsc-1985-c-c-15.html), RSC 1985, c C-15 | * **Male pronouns**
 |
| √ | 78 | [Canadian Environmental Assessment Act, 2012](https://www.canlii.org/en/ca/laws/stat/sc-2012-c-19-s-52/latest/sc-2012-c-19-s-52.html), SC 2012, c 19, s 52 | * He or she/etc.
 |
| √ | 79 | [Canadian Environmental Protection Act, 1999](https://www.canlii.org/en/ca/laws/stat/sc-1999-c-33/latest/sc-1999-c-33.html), SC 1999, c 33 | * He or she/etc.
 |
| √ | 80 | [Canadian Food Inspection Agency Act](https://www.canlii.org/en/ca/laws/stat/sc-1997-c-6/latest/sc-1997-c-6.html), SC 1997, c 6 | * His or her/etc.
 |
| √ | 81 | [Canadian Forces Superannuation Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-c-17/latest/rsc-1985-c-c-17.html), RSC 1985, c C-17 | * Combination of *he or she* and **male pronouns**
* “chairman”
* Many provisions deal specifically with a female widow: e.g. **67** (2) Notwithstanding subsection (1), where, immediately prior to December 20, 1975, any benefit would, on the death of a participant, have become payable to his widow, the benefit shall remain payable, on his death, to his widow, unless…

This provision distinguishes male contributors from female ones: **42.** (1) A person who becomes a contributor under this Act, having been enrolled as an officer of the regular force for a fixed period of service before becoming a contributor, is entitled to count as pensionable service for the purposes of this Act any period of service in the regular force during which the contributor was so enrolled, except any such service described in [clause 6](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-c-17/latest/rsc-1985-c-c-17.html#sec6_smooth)(b)(ii)(D), if the contributor elects, within one year of becoming a contributor under this Act, to pay for that service, in which case the amount required by this Act to be paid by the contributor is, subject to subsections (1.1) and (1.2), an amount equal to the greater of* (a) six per cent of the pay authorized to be paid to the contributor in respect of that period or any portion of it that was prior to April 1, 1969 plus
	+ (i) in the case of a male contributor, six and one-half per cent of the pay authorized to be paid to the contributor in respect of that period or portion after March 31, 1969 but before January 1, 2000, or
	+ (ii) notwithstanding [section 3](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-c-17/latest/rsc-1985-c-c-17.html#sec3_smooth), in the case of a female contributor,
		- (A) five per cent of the pay authorized to be paid to the contributor in respect of that period or any portion of it after March 31, 1969 but before February 1, 1976,
* **61.** If a benefit payable under Part I is apportioned between two survivors under [subsection 29(8)](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-c-17/latest/rsc-1985-c-c-17.html#sec29subsec8_smooth) or a pension payable under the [*Defence Services Pension Continuation Act*](https://www.canlii.org/en/ca/laws/stat/rsc-1970-c-d-3/latest/rsc-1970-c-d-3.html), chapter D-3 of the Revised Statutes of Canada, 1970, is apportioned between two women under [subsection 32(3)](https://www.canlii.org/en/ca/laws/stat/rsc-1970-c-d-3/latest/rsc-1970-c-d-3.html#sec32subsec3_smooth) of that Act, the benefit payable to a person referred to in [subsection 67(2)](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-c-17/latest/rsc-1985-c-c-17.html#sec67subsec2_smooth) is apportioned in the same manner.
 |
| √ | 82 | [Canadian High Arctic Research Station Act](https://www.canlii.org/en/ca/laws/stat/sc-2014-c-39-s-145/latest/sc-2014-c-39-s-145.html), SC 2014, c 39, s 145 | * His or her/etc.
 |
| √ | 83 | [Canadian Human Rights Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-h-6/latest/rsc-1985-c-h-6.html), RSC 1985, c H-6 | * He or she/etc.
* Some provisions discuss different genders only to highlight that differentiation based on gender is not allowable
 |
| √ | 84 | [Canadian Institutes of Health Research Act](https://www.canlii.org/en/ca/laws/stat/sc-2000-c-6/latest/sc-2000-c-6.html), SC 2000, c 6 | * Numerous provisions refer to people as “women and men” (e.g. 20 (4) The Governing Council shall appoint to the Advisory Boards women and men who are able to contribute to the achievement of the objective)
 |
| √ | 85 | [Canadian Multiculturalism Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-24-4th-supp/latest/rsc-1985-c-24-4th-supp.html), RSC 1985, c 24 (4th Supp) | * “chairman”
 |
| √ | 86 | [Canadian National Montreal Terminals Act, 1929](https://www.canlii.org/en/ca/laws/stat/sc-1929-c-12/latest/sc-1929-c-12.html), SC 1929, c 12 | * **Male pronouns**
 |
| √ | 87 | [Canadian Ownership and Control Determination Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-c-20/latest/rsc-1985-c-c-20.html), RSC 1985, c C-20 | * **Male pronouns**
 |
| √ | 88 | [Canadian Payments Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-c-21/latest/rsc-1985-c-c-21.html), RSC 1985, c C-21 | * he or she
 |
| √ | 89 | [Canadian Radio-television and Telecommunications Commission Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-c-22/latest/rsc-1985-c-c-22.html), RSC 1985, c C-22 | * combination of *his or her* and **male pronouns**
 |
| √ | 90 | [Canadian Security Intelligence Service Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-c-23/latest/rsc-1985-c-c-23.html), RSC 1985, c C-23 | * combination of *him or her* and **male pronouns**
* “chairman”
 |
| √ | 91 | [Canadian Wheat Board (Interim Operations) Act](https://www.canlii.org/en/ca/laws/stat/sc-2011-c-25-s-14/latest/sc-2011-c-25-s-14.html), SC 2011, c 25, s 14 | * He or she
 |
| √ | 92 | [Cape Breton Development Corporation Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-c-25/latest/rsc-1985-c-c-25.html), RSC 1985, c C-25 | * **Male pronoun** (referring to directors of corporations)
 |
| √ | 93 | [Carriage by Air Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-c-26/latest/rsc-1985-c-c-26.html), RSC 1985, c C-26 | * Schedule (Convention for the Unification of Certain Rules for International Carriage by Air) contains both **male pronouns** and *his or her/etc*
 |
| √ | 94 | [Centennial Flame Research Award Act](https://www.canlii.org/en/ca/laws/stat/sc-1991-c-17/latest/sc-1991-c-17.html), SC 1991, c 17 | * “chairman”
 |
| √ | 95 | [Children of Deceased Veterans Education Assistance Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-c-28/latest/rsc-1985-c-c-28.html), RSC 1985, c C-28 | * **Male pronouns** (in reference to students)
 |
| √ | 96 | [Citizenship Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-c-29/latest/rsc-1985-c-c-29.html), RSC 1985, c C-29 | * Combination of *he or she* and **male pronouns**

(2) Notwithstanding any other provision of this Act, a woman, who* (*a*) by virtue of any law of Canada in force at any time before January 1, 1947 had, by reason only of her marriage or the acquisition by her husband of a foreign nationality, ceased to be a British subject, and
* (*b*) would have been a citizen had the former Act come into force immediately before her marriage or the acquisition by her husband of a foreign nationality,

acquires citizenship immediately on the receipt by the Minister of a notice in writing by her that she elects to be a citizen. |
| √ | 97 | [Civilian War-related Benefits Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-c-31/latest/rsc-1985-c-c-31.html), RSC 1985, c C-31 | * **Male pronouns**

**5.** Male and female persons under this Act have equality of status and equal rights and obligations under this Act. |
| √ | 98 | [Civil International Space Station Agreement Implementation Act](https://www.canlii.org/en/ca/laws/stat/sc-1999-c-35/latest/sc-1999-c-35.html), SC 1999, c 35 | * his/her
* “chairman”
 |
| √ | 99 | [Civil Marriage Act](https://www.canlii.org/en/ca/laws/stat/sc-2005-c-33/latest/sc-2005-c-33.html), SC 2005, c 33 | * His or her
 |
| √ | 100 | [Civil Service Insurance Act](https://www.canlii.org/en/ca/laws/stat/rsc-1952-c-49/latest/rsc-1952-c-49.html), RSC 1952, c 49 | * Alternates between only **male pronouns** and only female pronouns
* Provisions distinguish between married men and married women:
* **10.** (1) Where the insured is a married woman or a widow, the insurance contract shall be for the benefit of her husband, children, father, mother, brothers, sisters and any other person dependent on her, or one or more of them. (2) Where the insured is an unmarried woman, the insurance contract shall be for the benefit of her future husband, future children, father, mother, brothers, sisters and any other person dependent on her, or one or more of them, but if, at the maturity of the insurance contract, she is still unmarried or is a widow without children, any insurance money that she has apportioned for the benefit of her future husband or future children shall be for the benefit of the other persons in whose favour an apportionment has been made, in equal shares, or where no such apportionment has been made, shall fall into and become part of the estate of the insured.
 |
| √ | 101 | [Coastal Fisheries Protection Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-c-33/latest/rsc-1985-c-c-33.html), RSC 1985, c C-33 | * His or her
 |
| √ | 102 | [Commercial Arbitration Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-17-2nd-supp/latest/rsc-1985-c-17-2nd-supp.html), RSC 1985, c 17 (2nd Supp) | * Schedule 1 (Commercial Arbitration Code) contains **male pronouns** only
 |
| √ | 103 | [Companies' Creditors Arrangement Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-c-36/latest/rsc-1985-c-c-36.html), RSC 1985, c C-36 | * Combination of **male pronouns** (E.g. in s 15, referring to an appellant) and *his or her/etc.*
 |
| √ | 104 | [Competition Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-c-34/latest/rsc-1985-c-c-34.html), RSC 1985, c C-34 | * Combination of **male pronouns** (E.g. in s 69, referring to an accused) and *his or her/etc.*
* “chairman”/”workmen”/”fishermen”
 |
| √ | 105 | [Competition Tribunal Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-19-2nd-supp/latest/rsc-1985-c-19-2nd-supp.html), RSC 1985, c 19 (2nd Supp) | * “Chairman”
* **Male pronouns**
 |
| √ | 106 | [Conflict of Interest Act](https://www.canlii.org/en/ca/laws/stat/sc-2006-c-9-s-2/latest/sc-2006-c-9-s-2.html), SC 2006, c 9, s 2 | * He or she/etc,
 |
| √ | 107 | [Consumer Packaging and Labelling Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-c-38/latest/rsc-1985-c-c-38.html), RSC 1985, c C-38 | * **Male pronouns**
 |
| √ | 108 | [Contraventions Act](https://www.canlii.org/en/ca/laws/stat/sc-1992-c-47/latest/sc-1992-c-47.html), SC 1992, c 47 | * His or her
 |
| √ | 109 | [Controlled Drugs and Substances Act](https://www.canlii.org/en/ca/laws/stat/sc-1996-c-19/latest/sc-1996-c-19.html), SC 1996, c 19 | * He or she/etc.
 |
| √ | 110 | [Cooperative Credit Associations Act](https://www.canlii.org/en/ca/laws/stat/sc-1991-c-48/latest/sc-1991-c-48.html), SC 1991, c 48 | * He or she/etc.
 |
| √ | 111 | [Copyright Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-c-42/latest/rsc-1985-c-c-42.html), RSC 1985, c C-42 | * Combination of **male pronouns** (e.g. s 60) and *he or she/etc.*
* “chairman”
 |
| √ | 112 | [Constitution Act, 1867, The](https://www.canlii.org/en/ca/laws/stat/30---31-vict-c-3/latest/30---31-vict-c-3.html), 30 & 31 Vict, c 3 | * **Male pronouns used** (Referring to senators appointments, governor generals, etc.)
* 41: Provided that, until the Parliament of Canada otherwise provides, at any Election for a Member of the House of Commons for the District of Algoma, in addition to Persons qualified by the Law of the Province of Canada to vote, every Male British Subject, aged Twenty-one Years or upwards, being a Householder, shall have a Vote.
 |
| √ | 113 | [Corrections and Conditional Release Act](https://www.canlii.org/en/ca/laws/stat/sc-1992-c-20/latest/sc-1992-c-20.html), SC 1992, c 20 | * he or she
* some provisions deal specifically with programs for female offenders (S 77) [AMELIORATIVE]
* “ombudsman”/”chairman”
 |
| √ | 114 | [Corruption of Foreign Public Officials Act](https://www.canlii.org/en/ca/laws/stat/sc-1998-c-34/latest/sc-1998-c-34.html), SC 1998, c 34 | * His or her
 |
| √ | 115 | [Courts Administration Service Act](https://www.canlii.org/en/ca/laws/stat/sc-2002-c-8/latest/sc-2002-c-8.html), SC 2002, c 8 | * He or she/etc.
 |
| √ | 116 | [Cree-Naskapi (of Quebec) Act](https://www.canlii.org/en/ca/laws/stat/sc-1984-c-18/latest/sc-1984-c-18.html), SC 1984, c 18 | * **Male pronouns** (Except for s 100 which uses *his or her*)

“consorts” means* (*a*) a man and a woman who are married and whose marriage was solemnized in accordance with, or is recognized under, the laws of the Province, or
* (*b*) an unmarried man and an unmarried woman who live together as husband and wife, taking into account Cree or Naskapi custom;
* “chairman”
 |
| √ | 117 | [Criminal Code](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-c-46/latest/rsc-1985-c-c-46.html), RSC 1985, c C-46 | * Combination of **male pronouns** and *he or she*
* **278.** A husband or wife may be charged with an offence under [section 271](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-c-46/latest/rsc-1985-c-c-46.html#sec271_smooth), [272](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-c-46/latest/rsc-1985-c-c-46.html#sec272_smooth) or[273](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-c-46/latest/rsc-1985-c-c-46.html#sec273_smooth) in respect of his or her spouse, whether or not the spouses were living together at the time the activity that forms the subject-matter of the charge occurred.

(3) Notwithstanding subsection (2), evidence of a protected statement is admissible for the purpose of…* (d) determining whether the balance of the mind of the accused was disturbed at the time of commission of the alleged offence, where the accused is a female person charged with an offence arising out of the death of her newly-born child;
* “Workman”
* **238.** (1) Every one who causes the death, in the act of birth, of any child that has not become a human being, in such a manner that, if the child were a human being, he would be guilty of murder, is guilty of an indictable offence and liable to imprisonment for life.

 (2) This section does not apply to a person who, by means that, in good faith, he considers necessary to preserve the life of the mother of a child, causes the death of that child. |
| √ | 118 | [Criminal Records Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-c-47/latest/rsc-1985-c-c-47.html), RSC 1985, c C-47 | * He or she and **male pronouns** used in reference to Ministers (E.g. s 6)
 |
| √ | 119 | [Cultural Property Export and Import Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-c-51/latest/rsc-1985-c-c-51.html), RSC 1985, c C-51 | * **Male pronouns**
 |
| √ | 120 | [Crimes Against Humanity and War Crimes Act](https://www.canlii.org/en/ca/laws/stat/sc-2000-c-24/latest/sc-2000-c-24.html), SC 2000, c 24 | * Schedule contains combination of **male pronouns** and *his or her*
* [In Schedule]: (vi) killing or wounding a combatant who, having laid down his arms or having no longer means of defence, has surrendered at discretion;
* 3. For the purpose of this Statute, it is understood that the term “gender” refers to the two sexes, male and female, within the context of society. The term “gender” does not indicate any meaning different from the above.
* Article 7: (*c*) “enslavement” means the exercise of any or all of the powers attaching to the right of ownership over a person and includes the exercise of such power in the course of trafficking in persons, in particular women and children;
 |
| √ | 121 | [Customs Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-1-2nd-supp/latest/rsc-1985-c-1-2nd-supp.html), RSC 1985, c 1 (2nd Supp) | * Combination of *he or she* and **male pronouns** (e.g. s 22 referring to Ministers)
 |
| √ | 122 | [Defence Production Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-d-1/latest/rsc-1985-c-d-1.html), RSC 1985, c D-1 | * Combination of **male pronouns** (e.g. s 5 referring to Governor in Council) and *he or she*
 |
| √ | 123 | [Defence Services Pension Continuation Act](https://www.canlii.org/en/ca/laws/stat/rsc-1970-c-d-3/latest/rsc-1970-c-d-3.html), RSC 1970, c D-3 | * Mostly **male pronouns** with a few instances of *his or her/etc.*
* “militiaman”/”seaman”/”Aircraftman”
* **38.** Notwithstanding anything in this Act, a man who subsequent to the 10th day of September 1939 but prior to the 1st day of January 1947 was promoted to the rank of acting warrant officer shall be treated as a man for the purposes of this Act during the period that he continued to be an acting warrant officer
 |
| √ | 124 | [Department of Citizenship and Immigration Act](https://www.canlii.org/en/ca/laws/stat/sc-1994-c-31/latest/sc-1994-c-31.html), SC 1994, c 31 | * “chairman” [refers to specific titled person]
 |
| √ | 125 | [Department of Employment and Social Development Act](https://www.canlii.org/en/ca/laws/stat/sc-2005-c-34/latest/sc-2005-c-34.html), SC 2005, c 34 | * He or she/etc.
 |
| √ | 126 | [Department of Foreign Affairs, Trade and Development Act](https://www.canlii.org/en/ca/laws/stat/sc-2013-c-33-s-174/latest/sc-2013-c-33-s-174.html), SC 2013, c 33, s 174 | * Him or her/etc.
 |
| √ | 127 | [Department of Employment and Social Development Act](https://www.canlii.org/en/ca/laws/stat/sc-2005-c-34/latest/sc-2005-c-34.html), SC 2005, c 34 | * He or she/etc.
 |
| √ | 128 | [Department of Public Safety and Emergency Preparedness Act](https://www.canlii.org/en/ca/laws/stat/sc-2005-c-10/latest/sc-2005-c-10.html), SC 2005, c 10 | * His or her/etc.
 |
| √ | 129 | [Department of Public Works and Government Services Act](https://www.canlii.org/en/ca/laws/stat/sc-1996-c-16/latest/sc-1996-c-16.html), SC 1996, c 16 | * Him or her/etc.
* “ombudsman” [Refers to specific titled person]
 |
| √ | 130 | [Department of the Environment Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-e-10/latest/rsc-1985-c-e-10.html), RSC 1985, c E-10 | * **Male pronouns** (e.g. s 5 referring to Minister)
 |
| √ | 131 | [Diplomatic Service (Special) Superannuation Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-d-2/latest/rsc-1985-c-d-2.html), RSC 1985, c D-2 | * Combination of **male pronouns** and *he or she*
 |
| √ | 132 | [Director of Public Prosecutions Act](https://www.canlii.org/en/ca/laws/stat/sc-2006-c-9-s-121/latest/sc-2006-c-9-s-121.html), SC 2006, c 9, s 121 | * He or she/etc.
 |
| √ | 133 | [Divorce Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-3-2nd-supp/latest/rsc-1985-c-3-2nd-supp.html), RSC 1985, c 3 (2nd Supp) | * He or she/etc.
* 22 (2) A divorce granted, after July 1, 1968, pursuant to a law of a country or subdivision of a country other than Canada by a tribunal or other authority having jurisdiction to do so, on the basis of the domicile of the wife in that country or subdivision determined as if she were unmarried and, if she was a minor, as if she had attained the age of majority, shall be recognized for all purposes of determining the marital status in Canada of any person. [ likely reflects specific practices in some foreign jurisdictions]
 |
| √ | 134 | [DNA Identification Act](https://www.canlii.org/en/ca/laws/stat/sc-1998-c-37/latest/sc-1998-c-37.html), SC 1998, c 37 | * He or she/etc.
 |
| √ | 135 | [Dominion Water Power Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-w-4/latest/rsc-1985-c-w-4.html), RSC 1985, c W-4 | * **Male pronouns**
 |
| √ | 136 | [Donkin Coal Block Development Opportunity Act](https://www.canlii.org/en/ca/laws/stat/sc-2007-c-33/latest/sc-2007-c-33.html), SC 2007, c 33 | * His or her/etc.
 |
| √ | 137 | [Economic Action Plan 2013 Act, No. 1](https://www.canlii.org/en/ca/laws/stat/sc-2013-c-33/latest/sc-2013-c-33.html), SC 2013, c 33 | * He or she/etc.
 |
| √ | 138 | [Economic Action Plan 2013 Act, No. 2](https://www.canlii.org/en/ca/laws/stat/sc-2013-c-40/latest/sc-2013-c-40.html), SC 2013, c 40 | * He or she/etc.
 |
| √ | 139 | [Economic Development Agency of Canada for the Regions of Quebec Act](https://www.canlii.org/en/ca/laws/stat/sc-2005-c-26/latest/sc-2005-c-26.html), SC 2005, c 26 | * His or her/etc.
 |
| √ | 140 | [Efficiency and Adaptability of the Canadian Economy by Regulating Certain Activities that Discourage Reliance on Electronic Means of Carrying out Commercial Activities, and to Amend the Canadian Radio-television and Telecommunications Commission Act, the Competition Act, the Personal Information Protection and Electronic Documents Act and the Telecommunications Act, An Act to Promote the](https://www.canlii.org/en/ca/laws/stat/sc-2010-c-23/latest/sc-2010-c-23.html), SC 2010, c 23 | * He or she/etc.
 |
| √ | 141 | [Electoral Boundaries Readjustment Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-e-3/latest/rsc-1985-c-e-3.html), RSC 1985, c E-3 | * Combination of **male pronouns** (E.g. s29 referring to Chief Electoral Officer) and *he or she*
 |
| √ | 142 | [Electricity and Gas Inspection Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-e-4/latest/rsc-1985-c-e-4.html), RSC 1985, c E-4 | * **Male pronouns** (e.g. s 6 referring to contract)
 |
| √ | 143 | [Emergency Management Act](https://www.canlii.org/en/ca/laws/stat/sc-2007-c-15/latest/sc-2007-c-15.html), SC 2007, c 15 | * His or her
 |
| √ | 144 | [Employment Equity Act](https://www.canlii.org/en/ca/laws/stat/sc-1995-c-44/latest/sc-1995-c-44.html), SC 1995, c 44 | * He or she/etc.
* Some provisions deal specifically with female pregnant employees [AMELIORATIVE]
 |
| √ | 145 | [Employment Support Act](https://www.canlii.org/en/ca/laws/stat/sc-1970-71-72-c-56/latest/sc-1970-71-72-c-56.html), SC 1970-71-72, c 56 | * **Male pronouns** (e.g. s 21 referring to manufacturers)
* “chairman”
 |
| √ | 146 | [Energy Administration Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-e-6/latest/rsc-1985-c-e-6.html), RSC 1985, c E-6 | * **Male pronouns** (e.g. s 96 in reference to judges)
* “Chairman”
 |
| √ | 147 | [Energy Monitoring Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-e-8/latest/rsc-1985-c-e-8.html), RSC 1985, c E-8 | * **Male pronouns**
 |
| √ | 148 | [Energy Supplies Emergency Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-e-9/latest/rsc-1985-c-e-9.html), RSC 1985, c E-9 | * **Male pronouns**
 |
| √ | 149 | [European Bank for Reconstruction and Development Agreement Act](https://www.canlii.org/en/ca/laws/stat/sc-1991-c-12/latest/sc-1991-c-12.html), SC 1991, c 12 | * he or she/etc.
* “chairman”
 |
| √ | 150 | [Exchequer Court Act](https://www.canlii.org/en/ca/laws/stat/rsc-1970-c-e-11/latest/rsc-1970-c-e-11.html), RSC 1970, c E-11 | * **Male pronouns**
 |
| √ | 151 | [Excise Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-e-14/latest/rsc-1985-c-e-14.html), RSC 1985, c E-14 | * **Male pronouns**
* “workman”
 |
| √ | 152 | [Excise Tax Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-e-15/latest/rsc-1985-c-e-15.html), RSC 1985, c E-15 | * **Male pronouns** in combination with *his or her*
* “fisherman”
 |
| √ | 153 | [Explosives Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-e-17/latest/rsc-1985-c-e-17.html), RSC 1985, c E-17 | * **Male pronouns**
 |
| √ | 154 | [Export Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-e-18/latest/rsc-1985-c-e-18.html), RSC 1985, c E-18 | * **Male pronouns**
 |
| √ | 155 | [Export and Import of Rough Diamonds Act](https://www.canlii.org/en/ca/laws/stat/sc-2002-c-25/latest/sc-2002-c-25.html), SC 2002, c 25 | * His or her
 |
| √ | 156 | [Export Development Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-e-20/latest/rsc-1985-c-e-20.html), RSC 1985, c E-20 | * Combination of **male pronouns** (e.g. s 5 referring to Governor in Council or s 9 referring to directors of corporations) and *his or her*
 |
| √ | 157 | [Expropriation Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-e-21/latest/rsc-1985-c-e-21.html), RSC 1985, c E-21 | * Combination of **male pronouns** and *his or her*
 |
| √ | 158 | [Extractive Sector Transparency Measures Act](https://www.canlii.org/en/ca/laws/stat/sc-2014-c-39-s-376/latest/sc-2014-c-39-s-376.html), SC 2014, c 39, s 376 | * He or she
 |
| √ | 159 | [Family Orders and Agreements Enforcement Assistance Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-4-2nd-supp/latest/rsc-1985-c-4-2nd-supp.html), RSC 1985, c 4 (2nd Supp | * **Male pronouns**
* “chairman”
 |
| √ | 160 | [Farm Debt Mediation Act](https://www.canlii.org/en/ca/laws/stat/sc-1997-c-21/latest/sc-1997-c-21.html), SC 1997, c 21 | * His or her
* “Chairmen” [Refers to previous titles]
 |
| √ | 161 | [Farm Products Agencies Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-f-4/latest/rsc-1985-c-f-4.html), RSC 1985, c F-4 | * “Chairman”
 |
| √ | 162 | [Federal Accountability Act](https://www.canlii.org/en/ca/laws/stat/sc-2006-c-9/latest/sc-2006-c-9.html), SC 2006, c 9 | * His or her
 |
| √ | 163 | [Federal Courts Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-f-7/latest/rsc-1985-c-f-7.html), RSC 1985, c F-7 | * He or she/etc.
* Ship referred to with female pronoun (s 22(g))
 |
| √ | 164 | [Federal-Provincial Fiscal Arrangements Act](https://www.canlii.org/en/ca/laws/stat/rsc-1970-c-f-6/latest/rsc-1970-c-f-6.html), RSC 1970, c F-6 | * **Male pronouns**
 |
| √ | 165 | [Federal-Provincial Fiscal Arrangements Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-f-8/latest/rsc-1985-c-f-8.html), RSC 1985, c F-8 | * he or she
 |
| √ | 166 | [Federal-Provincial Fiscal Arrangements Act, 1972](https://www.canlii.org/en/ca/laws/stat/sc-1972-c-8/latest/sc-1972-c-8.html), SC 1972, c 8 | * **Male pronouns**
 |
| √ | 167 | [Feeds Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-f-9/latest/rsc-1985-c-f-9.html), RSC 1985, c F-9 | * Combination of he or she and **male pronouns**
 |
| √ | 168 | [Fertilizers Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-f-10/latest/rsc-1985-c-f-10.html), RSC 1985, c F-10 | * Combination of he or she and **male pronouns**
 |
| √ | 169 | [Financial Administration Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-f-11/latest/rsc-1985-c-f-11.html), RSC 1985, c F-11 | * Combination of he or she and **male pronouns**
 |
| √ | 170 | [Financial Consumer Agency of Canada Act](https://www.canlii.org/en/ca/laws/stat/sc-2001-c-9/latest/sc-2001-c-9.html), SC 2001, c 9 | * He or she
 |
| √ | 171 | [Financial Institutions Depositors Compensation Act](https://www.canlii.org/en/ca/laws/stat/sc-1985-c-51/latest/sc-1985-c-51.html), SC 1985, c 51 | * **Male pronouns**
 |
| √ | 172 | [Firearms Act](https://www.canlii.org/en/ca/laws/stat/sc-1995-c-39/latest/sc-1995-c-39.html), SC 1995, c 39 | * he or she
 |
| √ | 173 | [First Nations Financial Transparency Act](https://www.canlii.org/en/ca/laws/stat/sc-2013-c-7/latest/sc-2013-c-7.html), SC 2013, c 7 | * his or her
 |
| √ | 174 | [First Nations Fiscal Management Act](https://www.canlii.org/en/ca/laws/stat/sc-2005-c-9/latest/sc-2005-c-9.html), SC 2005, c 9 | * he or she/etc.
* 41: (4) The board of directors shall be composed of men and women from across Canada, including members of first nations, who are committed to the strengthening of first nation financial management and who have the experience or capacity to enable the Board to fulfil its mandate.
 |
| √ | 175 | [First Nations Land Management Act](https://www.canlii.org/en/ca/laws/stat/sc-1999-c-24/latest/sc-1999-c-24.html), SC 1999, c 24 | * He or she
 |
| √ | 176 | [Fisheries Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-f-14/latest/rsc-1985-c-f-14.html), RSC 1985, c F-14 | * Combination of **male pronouns** and *his or her*

“deleterious substance” means* (*a*) any substance that, if added to any water, would degrade or alter or form part of a process of degradation or alteration of the quality of that water so that it is rendered or is likely to be rendered deleterious to fish or fish habitat or to the use by man of fish that frequent that water, or
 |
| √ | 177 | [Fisheries Development Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-f-21/latest/rsc-1985-c-f-21.html), RSC 1985, c F-21 | * **Male pronouns**
* “fishermen”
 |
| √ | 178 | [Fisheries Improvement Loans Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-f-22/latest/rsc-1985-c-f-22.html), RSC 1985, c F-22 | * **Male pronouns**
* “fisherman”
 |
| √ | 179 | [Fishing and Recreational Harbours Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-f-24/latest/rsc-1985-c-f-24.html), RSC 1985, c F-24 | * **Male pronouns**
 |
| √ | 180 | [Fish Inspection Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-f-12/latest/rsc-1985-c-f-12.html), RSC 1985, c F-12 | * **Male pronouns**
 |
| √ | 181 | [Food and Drugs Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-f-27/latest/rsc-1985-c-f-27.html), RSC 1985, c F-27 | * Combination of **male pronouns** and *his or her*
 |
| √ | 182 | [Foreign Enlistment Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-f-28/latest/rsc-1985-c-f-28.html), RSC 1985, c F-28 | * **Male pronouns**
 |
| √ | 183 | [Foreign Extraterritorial Measures Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-f-29/latest/rsc-1985-c-f-29.html), RSC 1985, c F-29 | * **Male pronouns**
 |
| √ | 184 | [Foreign Missions and International Organizations Act](https://www.canlii.org/en/ca/laws/stat/sc-1991-c-41/latest/sc-1991-c-41.html), SC 1991, c 41 | * **Male pronouns**
* “Seamen”
* [International Document/Agreement]
 |
| √ | 185 | [Fort-Falls Bridge Authority Act](https://www.canlii.org/en/ca/laws/stat/rsc-1970-c-51/latest/rsc-1970-c-51.html), RSC 1970, c 51 | * **Male pronouns**
* “Chairman”
 |
| √ | 186 | [Fort Nelson Indian Reserve Minerals Revenue Sharing Act](https://www.canlii.org/en/ca/laws/stat/sc-1980-81-82-83-c-38/latest/sc-1980-81-82-83-c-38.html), SC 1980-81-82-83, c 38 | * **Male pronouns**
* Schedule B: “NOW THEREFORE KNOW ALL MEN BY THESE PRESENTS that we the undersigned Chief and Councillors of the Fort Nelson Band of Indians, for and acting on behalf of the people of our said Band, in accordance with the provisions of the Indian Act and by virtue of the assent to surrender by the membership of the Band in a referendum held on the 18th day of February, 1980 in accordance with the [*Indian Referendum Regulations*](https://www.canlii.org/en/ca/laws/regu/crc-c-957/latest/crc-c-957.html) P.C.: 1958-1451 the results of which referendum are evidenced by the statement of the electoral officer and the Chief of the Band attached as Annex “C”, do hereby make the following surrender to Her Majesty the Queen in Right of Canada on the conditions and terms listed below…”
 |
| √ | 187 | [Freshwater Fish Marketing Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-f-13/latest/rsc-1985-c-f-13.html), RSC 1985, c F-13 | * **Male pronouns**
* “fisherman”
 |
| √ | 188 | [Garnishment, Attachment and Pension Diversion Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-g-2/latest/rsc-1985-c-g-2.html), RSC 1985, c G-2 | * Combination of *his or her* and **male pronouns**
 |
| √ | 189 | [Geneva Conventions Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-g-3/latest/rsc-1985-c-g-3.html), RSC 1985, c G-3 | * Mostly **male pronouns** with a few instances of *his or her/etc.*
* Numerous provisions deal with the separate treatment of women internees. E.g.:

A woman prisoner of war shall not be awarded or sentenced to a punishment more severe, or treated whilst undergoing punishment more severely, than a woman member of the armed forces of the Detaining Power dealt with for a similar offence.In no case may a woman prisoner of war be awarded or sentenced to a punishment more severe, or treated whilst undergoing punishment more severely, than a male member of the armed forces of the Detaining Power dealt with for a similar offence.* Also see special sections on treatment of women:

Article 76 — Protection of women* 1. Women shall be the object of special respect and shall be protected in particular against rape, forced prostitution and any other form of indecent assault.
* 2. Pregnant woman and mothers having dependent infants who are arrested, detained or interned for reasons related to the armed conflict, shall have their cases considered with the utmost priority.
* 3. To the maximum extent feasible, the Parties to the conflict shall endeavour to avoid the pronouncement of the death penalty on pregnant women or mothers having dependent infants, for an offence related to the armed conflict. The death penalty for such offences shall not be executed on such women.
* Ch 2, Art 12: “Women shall be treated with all consideration due to their sex.”
* Additionally, expecting mothers are treated differently (E.g. art 89)
 |
| √ | 190 | [Government Annuities Act](https://www.canlii.org/en/ca/laws/stat/rsc-1970-c-g-6/latest/rsc-1970-c-g-6.html), RSC 1970, c G-6 | * **Male pronouns**
 |
| √ | 191 | [Government Annuities Improvement Act](https://www.canlii.org/en/ca/laws/stat/sc-1974-75-76-c-83/latest/sc-1974-75-76-c-83.html), SC 1974-75-76, c 83 | * **Male pronouns**
 |
| √ | 192 | [Government Employees Compensation Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-g-5/latest/rsc-1985-c-g-5.html), RSC 1985, c G-5 | * **Male pronouns**
* “workmen”
 |
| √ | 193 | [Government Services Resumption Act](https://www.canlii.org/en/ca/laws/stat/sc-1989-c-24/latest/sc-1989-c-24.html), SC 1989, c 24 | * “chairman”
 |
| √ | 194 | [Governor General's Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-g-9/latest/rsc-1985-c-g-9.html), RSC 1985, c G-9 | * Combination of *he or she/etc.* and **male pronouns**
 |
| √ | 195 | [Great Lakes Fisheries Convention Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-f-17/latest/rsc-1985-c-f-17.html), RSC 1985, c F-17 | * “chairman”
 |
| √ | 196 | [Halifax Relief Commission Pension Continuation Act](https://www.canlii.org/en/ca/laws/stat/sc-1974-75-76-c-88/latest/sc-1974-75-76-c-88.html), SC 1974-75-76, c 88 | * **Male pronouns**
 |
| √ | 197 | [Hazardous Materials Information Review Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-24-3rd-supp-part-iii/latest/rsc-1985-c-24-3rd-supp-part-iii.html), RSC 1985, c 24 (3rd Supp), Part III | * Him or her
* “chairman”
 |
| √ | 198 | [Hazardous Products Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-h-3/latest/rsc-1985-c-h-3.html), RSC 1985, c H-3 | * He or she
 |
| √ | 199 | [Health of Animals Act](https://www.canlii.org/en/ca/laws/stat/sc-1990-c-21/latest/sc-1990-c-21.html), SC 1990, c 21 | * He or she
 |
| √ | 200 | [Heritage Lighthouse Protection Act](https://www.canlii.org/en/ca/laws/stat/sc-2008-c-16/latest/sc-2008-c-16.html), SC 2008, c 16 | * He or she
 |
| √ | 201 | [Historic Sites and Monuments Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-h-4/latest/rsc-1985-c-h-4.html), RSC 1985, c H-4 | * **Male pronouns**
* “chairman”
 |
| √ | 202 | [Immigration and Refugee Protection Act](https://www.canlii.org/en/ca/laws/stat/sc-2001-c-27/latest/sc-2001-c-27.html), SC 2001, c 27 | * He or she (schedule – UN convention relating to the status of refugees, contains **male pronouns)**
 |
| √ | 203 | [Importation of Intoxicating Liquors Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-i-3/latest/rsc-1985-c-i-3.html), RSC 1985, c I-3 | * **Male pronoun** and *his or her*
 |
| √ | 204 | [Income Tax Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-1-5th-supp/latest/rsc-1985-c-1-5th-supp.html), RSC 1985, c 1 (5th Supp) | * **Male pronouns** and *he or she*

“eligible definition”: for the purposes of this definition,* (*f*) where the qualified dependant resides with the dependant’s female parent, the parent who primarily fulfils the responsibility for the care and upbringing of the qualified dependant is presumed to be the female parent,
* **“clergyman”**
* Numerous references to “mother or father” or “grandmother or grandfather”
 |
| √ | 205 | [Income Tax Application Rules](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-2-5th-supp/latest/rsc-1985-c-2-5th-supp.html), RSC 1985, c 2 (5th Supp) | * He or she
 |
| √ | 206 | [Income Tax Conventions Implementation Act, 1995](https://www.canlii.org/en/ca/laws/stat/sc-1995-c-37/latest/sc-1995-c-37.html), SC 1995, c 37 | * **Male pronouns only**
* “Sportsman”
 |
| √ | 207 | [Income Tax Conventions Implementation Act, 1996](https://www.canlii.org/en/ca/laws/stat/sc-1997-c-27/latest/sc-1997-c-27.html), SC 1997, c 27 | * **Male pronouns only**
* “Sportsman”
 |
| √ | 208 | [Income Tax Conventions Implementation Act, 1997](https://www.canlii.org/en/ca/laws/stat/sc-1997-c-38/latest/sc-1997-c-38.html), SC 1997, c 38 | * **Male pronouns only**
* “Sportsman”
 |
| √ | 209 | [Income Tax Conventions Interpretation Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-i-4/latest/rsc-1985-c-i-4.html), RSC 1985, c I-4 | * **Male pronouns only**
 |
| √ | 210 | [Income Tax Conventions Implementation Act, 2001](https://www.canlii.org/en/ca/laws/stat/sc-2001-c-30/latest/sc-2001-c-30.html), SC 2001, c 30 | * **Male pronouns only**
 |
| √ | 211 | [Income Tax Conventions Implementation Act, 1999](https://www.canlii.org/en/ca/laws/stat/sc-2000-c-11/latest/sc-2000-c-11.html), SC 2000, c 11 | * **Male pronouns only**
* “sportsman”
* “chairman”
 |
| √ | 212 | [Income Tax Conventions Implementation Act, 1998](https://www.canlii.org/en/ca/laws/stat/sc-1998-c-33/latest/sc-1998-c-33.html), SC 1998, c 33 | * **Male pronouns only**
* “Sportsman”
 |
| √ | 213 | [Incorporate the Canadian Red Cross Society, An Act to](https://www.canlii.org/en/ca/laws/stat/sc-1909-c-68/latest/sc-1909-c-68.html), SC 1909, c 68 | * He or she
 |
| √ | 214 | [Indian (Soldier Settlement) Act](https://www.canlii.org/en/ca/laws/stat/rsc-1927-c-98/latest/rsc-1927-c-98.html), RSC 1927, c 98 | * **Male pronoun**
 |
| √ | 215 | [Indian Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-i-5/latest/rsc-1985-c-i-5.html), RSC 1985, c I-5 | * **Male pronouns** (Except distinct provisions which single out women, e.g.:
* **15.**  (5) Where, prior to September 4, 1951, any woman became entitled, under [section 14](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-i-5/latest/rsc-1985-c-i-5.html#sec14_smooth) of the Indian Act, chapter 98 of the Revised Statutes of Canada, 1927, or any prior provisions to the like effect, to share in the distribution of annuities, interest moneys or rents, the Minister may, in lieu thereof, pay to that woman out of the moneys of the band an amount equal to ten times the average annual amounts of the payments made to her during the ten years last preceding or, if they were paid for less than ten years, during the years they were paid
* also deals with mothers as they relate to proving one’s tribal eligibility
 |
| √ | 216 | [Indian Act Amendment and Replacement Act](https://www.canlii.org/en/ca/laws/stat/sc-2014-c-38/latest/sc-2014-c-38.html), SC 2014, c 38 | * his or her
 |
| √ | 217 | [Industrial and Regional Development Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-i-8/latest/rsc-1985-c-i-8.html), RSC 1985, c I-8 | * **male pronouns only**
 |
| √ | 218 | [Inquiries Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-i-11/latest/rsc-1985-c-i-11.html), RSC 1985, c I-11 | * **male pronouns only**
 |
| √ | 219 | [Insurance Companies Act](https://www.canlii.org/en/ca/laws/stat/sc-1991-c-47/latest/sc-1991-c-47.html), SC 1991, c 47 | * he or she/etc.
 |
| √ | 220 | [Integrated Cross-border Law Enforcement Operations Act](https://www.canlii.org/en/ca/laws/stat/sc-2012-c-19-s-368/latest/sc-2012-c-19-s-368.html), SC 2012, c 19, s 368 | * his or her
 |
| √ | 221 | [International Boundary Commission Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-i-16/latest/rsc-1985-c-i-16.html), RSC 1985, c I-16 | * **male pronouns**
 |
| √ | 222 | [International Boundary Waters Treaty Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-i-17/latest/rsc-1985-c-i-17.html), RSC 1985, c I-17 | * **male pronouns** (with one instance of *he or she*)
 |
| √ | 223 | [International Bridges and Tunnels Act](https://www.canlii.org/en/ca/laws/stat/sc-2007-c-1/latest/sc-2007-c-1.html), SC 2007, c 1 | * he or she
 |
| √ | 224 | [International Development Research Centre Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-i-19/latest/rsc-1985-c-i-19.html), RSC 1985, c I-19 | * he or she/his or her
 |
| √ | 225 | [International Rapids Power Development Act](https://www.canlii.org/en/ca/laws/stat/rsc-1952-c-157/latest/rsc-1952-c-157.html), RSC 1952, c 157 | * Schedule: Ontario as a province referred to with female pronoun (art vi)
* Schedule uses male pronoun (Art xvi)
 |
| √ | 226 | [International River Improvements Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-i-20/latest/rsc-1985-c-i-20.html), RSC 1985, c I-20 | * He or she/etc.
 |
| √ | 227 | [International Sale of Goods Contracts Convention Act](https://www.canlii.org/en/ca/laws/stat/sc-1991-c-13/latest/sc-1991-c-13.html), SC 1991, c 13 | * **Male pronouns only**
 |
| √ | 228 | [Interpretation Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-i-21/latest/rsc-1985-c-i-21.html), RSC 1985, c I-21 | * **Male pronouns**
* Interpretation provision importing female pronouns into male ones
 |
| √ | 229 | [Investment Canada Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-28-1st-supp/latest/rsc-1985-c-28-1st-supp.html), RSC 1985, c 28 (1st Supp) | * Combination of he or she/etc. and **male pronouns**
 |
| √ | 230 | [James Bay and Northern Quebec Native Claims Settlement Act](https://www.canlii.org/en/ca/laws/stat/sc-1976-77-c-32/latest/sc-1976-77-c-32.html), SC 1976-77, c 32 | * “fishermen”
 |
| √ | 231 | [Jobs, Growth and Long-term Prosperity Act](https://www.canlii.org/en/ca/laws/stat/sc-2012-c-19/latest/sc-2012-c-19.html), SC 2012, c 19 | * His or her
 |
| √ | 232 | [Jobs and Economic Growth Act](https://www.canlii.org/en/ca/laws/stat/sc-2010-c-12/latest/sc-2010-c-12.html), SC 2010, c 12 | * He or she
 |
| √ | 233 | [Judges Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-j-1/latest/rsc-1985-c-j-1.html), RSC 1985, c J-1 | * He or she/etc.
* “Chairman”
 |
| √ | 234 | [Jules and Paul-Émile Léger Foundation, An Act to Incorporate the](https://www.canlii.org/en/ca/laws/stat/sc-1980-81-82-83-c-85/latest/sc-1980-81-82-83-c-85.html), SC 1980-81-82-83, c 85 | * **Male pronoun** used in reference to the Minister of Consumer and Corporate Affairs
 |
| √ | 235 | [Kingsmere Park Act](https://www.canlii.org/en/ca/laws/stat/rsc-1952-c-161/latest/rsc-1952-c-161.html), RSC 1952, c 161 | * **Male pronouns used** (referring to Minister of Public Works and Government Services)
 |
| √ | 236 | [Labour Adjustment Benefits Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-l-1/latest/rsc-1985-c-l-1.html), RSC 1985, c L-1 | * **Mostly male pronouns** (With a couple instances of *he or she/etc.*)
* “chairman”
 |
| √ | 237 | [Lake of the Woods Control Board Act, 1921, The](https://www.canlii.org/en/ca/laws/stat/sc-1921-c-10/latest/sc-1921-c-10.html), SC 1921, c 10 | * **Male pronouns only**
 |
| √ | 238 | [Language Skills Act](https://www.canlii.org/en/ca/laws/stat/sc-2013-c-36/latest/sc-2013-c-36.html), SC 2013, c 36 | * His or her
 |
| √ | 239 | [Legislation Revision and Consolidation Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-s-20/latest/rsc-1985-c-s-20.html), RSC 1985, c S-20 | * **Male pronoun** (referring to Governor in Council)
* “Chairman”
 |
| √ | 240 | [Library and Archives of Canada Act](https://www.canlii.org/en/ca/laws/stat/sc-2004-c-11/latest/sc-2004-c-11.html), SC 2004, c 11 | * He or she/etc.
 |
| √ | 241 | [Lieutenant Governors Superannuation Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-l-8/latest/rsc-1985-c-l-8.html), RSC 1985, c L-8 | * Combination of *he or she/etc.* and **male pronouns**
 |
| √ | 242 | [Lobbying Act](https://www.canlii.org/en/ca/laws/stat/rsc-1985-c-44-4th-supp/latest/rsc-1985-c-44-4th-supp.html), RSC 1985, c 44 (4th Supp) | * He or she/etc.
 |

\*Employment Equity Act – deals with male/female only so far as it seeks to make them equal

\*[not counted yet] Holocaust Memorial Day Act: ”WHEREAS six million Jewish men, women and children perished under this policy of hatred and genocide;”

And also for same reasons as above – Korean War Veterans Day Act