

Canadian Armed Forces (CAF) Racial Discrimination and Racial Harassment Class Action

Frequently Asked Questions (FAQs)

Table of Contents

1.	What is a class action?	2
2.	What is this lawsuit about?	2
3.	Why is there a Settlement?.....	2
4.	Who is included in the Settlement?	3
5.	What is provided in this Settlement?	3
6.	Who are the lawyers, and do I need to pay them?	4

Getting More Information

If you have any questions or require further details about the participation in the Settlement, please contact the Claims Administrator:

Visit: <https://cafrdclaims.com>

Call: 1-844-720-0499

Email: cafrd@deloitte.ca

If you have questions about your legal rights, please do not hesitate to contact Class Counsel online, by phone, or email:

Visit: www.forcesaction.com

Call: 902-420-3322

Email: forces.class.action@stewartmckelvey.com

1. What is a class action?

In a class action, one or more people called “Representative Plaintiffs” sue on behalf of those who have similar claims. All of these people are called a “Class” or “Class Members.” The courts resolve the issues for everyone affected by the class action.

2. What is this lawsuit about?

The Class Action relates to CAF members who have experienced racial discrimination and/or racial harassment in connection with their military service. Canada has not admitted liability; however, it has agreed to a final Settlement.

3. Why is there a Settlement?

The Plaintiffs and Canada have agreed to a Settlement of the Class Action. By agreeing to settle the lawsuit, the parties avoid the costs, uncertainty, and delay of going to trial and obtaining judgment. In this case, it also means that Class Members will not need to testify in court.

The Federal Court has approved the Settlement as being fair, reasonable, and in the best interests of the Class.

4. Who is included in the Settlement?

The Settlement affects any person who falls under the Class Definition defined as:

All persons who are or have been enrolled as CAF Members at any time from April 17, 1985, and for any duration up to and including the Approval Date (January 10, 2025), and who assert that they have been subjected to Racial Discrimination and/or Racial Harassment.

5. What is provided in this Settlement?

The Settlement provides:

- a) payment for Class Members who experienced racial discrimination and/or racial harassment connected with their military service;
- b) the option to participate in a restorative engagement process for Class Members to communicate their experiences of racial discrimination and/or racial harassment to senior CAF leadership with the assistance of qualified and trained restorative practitioners;
- c) the option to receive a personalized letter of apology from the Chief of the Defence Staff; and
- d) other systemic relief measures to improve the organizational culture and systems within the CAF with the objective of addressing and eliminating racial discrimination and racial harassment in the CAF.

Individual Payments to Class Members

Category	Payment Level
Common Experience payment: Class Member confirms that they experienced racial discrimination and/or racial harassment connected with their military service	\$5,000

<p>Assessment of Narrative Evidence:</p> <p>Class Member chooses to share their experiences of racial discrimination and/or racial harassment connected with their military service. Independent Assessors will determine whether Class Members are entitled to additional payment focused on the duration and severity of impacts on personal dignity, bodily and/or emotional integrity, spiritual well-being and individual relationships.</p>	Level A	\$10,000
	Level B	\$20,000
	Level C	\$30,000

The potential range of individual payments for Class Members is between \$5,000 and \$35,000, subject only to the *pro rata* provisions below.

The total amount of individual payments to all Class Members cannot exceed \$150 million. The individual payments to Class Members, as assessed by the Independent Assessors, may need to be reduced on a *pro rata* basis so that the total amount of payments to Class Members does not exceed \$150 million.

If the total amount of individual payments to Class Members is less than \$100 million, the individual payments to Class Members may be increased by a maximum of 20%.

6. Who are the lawyers, and do I need to pay them?

Class Counsel are the law firm Stewart McKelvey in Halifax, Nova Scotia.

You are not responsible for payment of any legal fees to Class Counsel. At no cost, Class Counsel can assist you with completing an Individual Claim Form for filing with the Claims Administrator, once the claims period is open.

If you want to be represented by or receive advice from another lawyer, you may hire one at your own expense.