

# New Brunswick

## LAWS & ANNOUNCEMENTS

### New Laws

Sep 2: After detecting aquatic animal diseases MSX and Dermo in local oyster samples, the federal government declared the waters of eastern Canada including New Brunswick as areas subject to the Domestic Movement Control Program permitting rules. **Result:** Oysters that have been grown to commercial size and processed for human consumption may still be exported and sold but oysters not ready for the commercial market and still growing may not be moved outside the declared areas.

### New Laws

Sep 30: Public comments ended on proposed minor changes to [government procurement regulations](#) in accordance with new legislation that allows for the free flow of goods and labour to and from other provinces which have trade agreements with New Brunswick.

### Discrimination

Sep 21: The New Brunswick Human Rights Commission published [guidance](#) on the rights and responsibilities of employees and employers in the workplace accommodation process and best practices for responding to requests. The guide also includes templates to document each step in the accommodation process.

**Action Point:** Breakdowns in the accommodations process are a frequent source of discrimination claims. Find out how to implement [Accommodations Best Practices](#) to avoid such problems at your company.

### Mental Stress

Oct 9: That's the deadline [to comment](#) on [proposed revisions](#) to WorkSafeNB Policy 21-103 Conditions for Entitlement – Traumatic Mental Stress providing clarification on what counts as a traumatic psychological injury (TPI) covered by workers' comp and how the agency determines the accident date for TPI claims.

**Action Point:** Find out about [workers' comp coverage of mental stress claims](#) across Canada.

## CASES

### Termination: Firing Coach for Harassment Without Progressive Discipline Costs UNB +\$50K

The University of New Brunswick fired its women's volleyball team coach in response to complaints of abusive treatment and harassment by 5 players and a trainer. UNB claimed it had just cause and a clear right to terminate his contract at any time during the term. But while acknowledging its proper investigation of the complaints, the court faulted UNB for terminating the coach without first trying to change his behaviour via progressive discipline, especially since some of the players filed their

complaints only after the coach told them they might be benched next season.

**Result:** It ordered UNB to pay \$50,920 in damages plus the coach's legal costs [[Schick v University of New Brunswick](#), 2025 NBKB 207 (CanLII), September 19, 2025].

**Action Point:** The *Schick* case serves as a reminder that how employers respond to workplace harassment complaints is just as important as what the accused actually did or didn't do. The fatal flaw in this case was not even considering the possibility of progressive discipline. The one thing that's true in all cases is that companies need an effective [Harassment Prevention and Compliance Game Plan](#) at your workplace that provides for investigating complaints and objectively and reasonably assessing the findings in making decisions about discipline.