

**From:** David Dickson

**Sent:** June 17, 2021 3:03 PM

**To:** 'AHRC Registrar' <AHRC.Registrar@gov.ab.ca>

**Cc:** REDACTED @gov.ab.ca; 'Janice Harrington' <Janice.Harrington@albertahealthadvocates.ca>; 'Dane.Lloyd@parl.gc.ca' <Dane.Lloyd@parl.gc.ca>; 'DraytonValley.Devon@assembly.ab.ca' <DraytonValley.Devon@assembly.ab.ca>; 'Mark.Smith@assembly.ab.ca' <Mark.Smith@assembly.ab.ca>; 'Glen.Motz@parl.gc.ca' <Glen.Motz@parl.gc.ca>; 'Drew Barnes' <Drew.Barnes@assembly.ab.ca>; Derek.Sloan <Derek.Sloan@parl.gc.ca>

**Subject:** RE: Complaint : S2020/12/0301

**Importance:** High

**Sensitivity:** Confidential

REDACTED

We seem to have a difference of view in the term “*shortly*”. It is now over a month since you sent that response.

In that time, we have seen politicians ridicule the rule of law and mask mandates here in Alberta and around the world. There is the ‘Sky Palace’ disgrace in which Jason Kenney himself admits he broke the law and yet remains without consequence along with his co-conspirators, none of whom are mask exempt. Then the G7 photographs and videos of world leaders, again none of whom are mask exempt, make a mockery of masking the population, especially those unable to mask due to their status in a protected class. I assume you have seen these images also. When the leaders of the world interact without masks unabated despite no legal argument to not be wearing them, why am I continuing to be discriminated against? Why is Costco continuing to be given a free pass to also break the rules in not cleaning high traffic areas, allowing face shields instead of masks, discriminating openly against the disabled and more?

That being said, it has now been over seven months since I had access to shop inside a Costco, a service for which I am paying. This access was removed from me without reasonable cause or reasonable accommodation. As you are aware, I am a registered disabled person. Even with the additional requirement for a Doctor’s note (not required to be presented to a store), I still meet the criteria of the government’s mask mandate for exemptions. I always have. Yet Costco accosted me and refused me service (ad infinitum) without any attempt to provide reasonable accommodation. As has been seen from the documentation provided, Costco offered options that they knew they could not provide. This isn’t an attempt at a reasonable accommodation. It was a bare faced lie by their legal team that borders on, if not crosses, ethical requirements under the Law Society code of conduct. They spent countless hours attacking the person (me) instead of addressing the complaint, demonstrating a level of contempt for human rights that is almost unbelievable. The reality of a distressing human rights violation then being defended with a vicious ad hominem attack that continues to be ignored by your department is just adding insult to injury.

Now the Province is about to open fully. However, I suspect, due to the lack of action by the Alberta Human Rights office and yourself, I will continue to be discriminated against. This continued delay in addressing my complaint has caused significant challenges, both mental and financial, which grow daily. And here we are - still waiting for a response.

Please can I have a definitive timeline for an answer to this complaint.

Yours,

**David**

**David T. Dickson**

**C.E.O. DKS DATA ([www.dksdata.com](http://www.dksdata.com))**

**Consulting C.I.O.**

*Management/Legal Consultant*

*Privacy and Cybersecurity Expert.*

Email: [david.dickson@dksdata.com](mailto:david.dickson@dksdata.com)



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**From:** David Dickson

**Sent:** May 18, 2021 9:54 PM

**To:** AHRC Registrar <[AHRC.Registrar@gov.ab.ca](mailto:AHRC.Registrar@gov.ab.ca)>

**Cc:** REDACTED <[REDACTED@gov.ab.ca](mailto:REDACTED@gov.ab.ca)>; Janice Harrington <[Janice.Harrington@albertahealthadvocates.ca](mailto:Janice.Harrington@albertahealthadvocates.ca)>;  
[Dane.Lloyd@parl.gc.ca](mailto:Dane.Lloyd@parl.gc.ca); [DraytonValley.Devon@assembly.ab.ca](mailto:DraytonValley.Devon@assembly.ab.ca); [Mark.Smith@assembly.ab.ca](mailto:Mark.Smith@assembly.ab.ca); [Glen.Motz@parl.gc.ca](mailto:Glen.Motz@parl.gc.ca);  
Drew Barnes <[Drew.Barnes@assembly.ab.ca](mailto:Drew.Barnes@assembly.ab.ca)>

**Subject:** RE: Complaint : S2020/12/0301

**Importance:** High

**Sensitivity:** Confidential

Thank you for your response, REDACTED

I have to ask, when there has been no new information on the file since February 17<sup>th</sup>, 2021, why do you now have enough information when you didn't for the last three months?

Costcos across the US have dropped the mask mandates. Costcos across Alberta do not conform to the AHS rules (cleaning, face shield is not allowed but they offer them as they sell them, lack of social distancing etc. – see attached.) Costco continues to abuse the rights of the disabled like myself. Due to the delays in this complaint, I have paid another year's membership and received no benefits. Had I just cancelled before the renewal, I would have at least had my full annual membership returned and maybe not renewed. However, this is not what I want. I want to go back and shop at Costco where my family and I have for decades. I want disabled people in Alberta to stop being discriminated against by these stores.

Yesterday, due to the deliberate misleading announcement by Dr. Hinshaw, I was stopped at a local store who has never stopped me in a year. I was refused entry unless I produced my medical exemption letter to a stock boy at the door. A manager came over and we discussed how they knew me, knew my condition and how I had shopped there since this started - without a single issue.

Their response was that now I had to carry my exemption letter with me and produce it on demand. I explained this was not what the law (or Order stated). Eventually I was told that I could shop and pick up a few things. However, I was further informed that some of the cashiers probably would not serve me now even with my exemption so I might have to wait a while. These are the cashiers behind plexiglass, wearing masks and face shields. This is something that also happened to my wife last week after the announcement.

I am receiving story after story of disabled people being abused like this. Doctors are refusing to provide medical exemption letters despite the College (CPSA) stating now that doctors are required to provide exemption letters (after previously telling them they couldn't). Dr. Hinshaw made the letter carrying immediate so the impact was immediate. Some people can't get appointments with doctors and are left floundering.

And the reality is that even with my letter, there is NO obligation for any disabled person to show it to an unqualified stock boy in a private business. The new Order by Dr. Hinshaw is very clear on this. When did PIPA and the HIA become a thing of the past?

Should these stores now demand a letter from a doctor to prove someone should be in a wheelchair? How about producing your papers if blind and carrying a stick? I think you would take a very dim view of this.

All of the above as I see post after post of Costco packed with shoppers and breaking every rule to make money while AHS and the AHRC turns a blind eye. All while I and so many like me sit at home waiting for the Alberta Human Rights to do its job and protect the most vulnerable.

I hope the change in position regarding the need to talk with a conciliator (as promised in February this year) will not turn out to be a travesty for the disabled and a failure for justice.

Yours,

David

**David T. Dickson**  
**C.E.O. DKS DATA** ([www.dksdata.com](http://www.dksdata.com))  
**Consulting C.I.O.**  
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**Email:** [david.dickson@dksdata.com](mailto:david.dickson@dksdata.com)



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**From:** AHRC Registrar <[AHRC.Registrar@gov.ab.ca](mailto:AHRC.Registrar@gov.ab.ca)>  
**Sent:** May 14, 2021 12:50 PM  
**To:** David Dickson <[david.dickson@dksdata.com](mailto:david.dickson@dksdata.com)>  
**Subject:** Complaint : S2020/12/0301  
**Sensitivity:** Confidential

Hello,

I apologize for the delay in responding to your email inquiries relating to the status of your complaint against Costco Warehouse Canada.

Although the officer reviewing the complaint determined that your complaint should go to conciliation, I believe there is sufficient information on file at this time to make a recommendation. This will also have the complaint dealt with more expeditiously than awaiting the assignment of a conciliator.

We anticipate having a recommendation out to you and the Respondent shortly.

Thank you, in advance, for emailing me on this matter.

Kind regards,  
REDACTED

**REDACTED**

Acting Regional Director

[Alberta Human Rights Commission](#)  
#200, John J. Bowlen Building  
620 - 7 Avenue SW

Calgary, Alberta T2P 0Y8  
T: REDACTED

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Classification: Protected A

**From:** David Dickson <[david.dickson@dksdata.com](mailto:david.dickson@dksdata.com)>

**Sent:** May 13, 2021 5:37 PM

**To:** AHRC Registrar <[AHRC.Registrar@gov.ab.ca](mailto:AHRC.Registrar@gov.ab.ca)>; REDACTED @gov.ab.ca>; Janice Harrington <[Janice.Harrington@albertahealthadvocates.ca](mailto:Janice.Harrington@albertahealthadvocates.ca)>; [Dane.Lloyd@parl.gc.ca](mailto:Dane.Lloyd@parl.gc.ca); [DraytonValley.Devon@assembly.ab.ca](mailto:DraytonValley.Devon@assembly.ab.ca); [Mark.Smith@assembly.ab.ca](mailto:Mark.Smith@assembly.ab.ca); [Glen.Motz@parl.gc.ca](mailto:Glen.Motz@parl.gc.ca); Drew Barnes <[Drew.Barnes@assembly.ab.ca](mailto:Drew.Barnes@assembly.ab.ca)>

**Subject:** RE: Complaint : S2020/12/0301

**Importance:** High

**Sensitivity:** Confidential

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I am still waiting for a response at a time when multiple COSCTO locations in Alberta have outbreaks and are still fully open. Their operating cleaning principles go against AHS standards and yet despite these things, they are still open. Care Homes or small business would be closed immediately for such breaches or much less outbreak situations.

Why is that? Is this related to the deliberate and wilful delays in my complaint? Is the GoA and its subsidiary offices working with Costco and other big box establishments to deliberately or negligently discriminate against the disabled and small businesses alike?

<https://www.alberta.ca/covid-19-alberta-data.aspx#p25721s5>

Costco, Grande Prairie

Costco, Sherwood Park

**Costco (Winterburn Road), Edmonton**

Costco Heritage Gate, Calgary

**To ALL included. Please respond by the end of Friday May 14<sup>th</sup>, 2021**

**David**

**David T. Dickson**

**C.E.O. DKS DATA ([www.dksdata.com](http://www.dksdata.com))**

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**From:** David Dickson  
**Sent:** May 10, 2021 5:45 PM  
**To:** AHRC Registrar <[AHRC.Registrar@gov.ab.ca](mailto:AHRC.Registrar@gov.ab.ca)>; REDACTED @gov.ab.ca>  
**Cc:** Janice Harrington <[Janice.Harrington@albertahealthadvocates.ca](mailto:Janice.Harrington@albertahealthadvocates.ca)>; [Dane.Lloyd@parl.gc.ca](mailto:Dane.Lloyd@parl.gc.ca);  
[DraytonValley.Devon@assembly.ab.ca](mailto:DraytonValley.Devon@assembly.ab.ca); [Mark.Smith@assembly.ab.ca](mailto:Mark.Smith@assembly.ab.ca); [Glen.Motz@parl.gc.ca](mailto:Glen.Motz@parl.gc.ca); Drew Barnes  
<[Drew.Barnes@assembly.ab.ca](mailto:Drew.Barnes@assembly.ab.ca)>  
**Subject:** RE: Complaint : S2020/12/0301  
**Importance:** High  
**Sensitivity:** Confidential

Please see below (and the original file). For the additional people on this list who know me and are supposed to also represent the people of Alberta, please note this is confidential information.

Another two and a half weeks have gone by with no contact and approaching seven months in a process that is supposed to take 60 days. I know other complaints have been dealt with before mine. Are you hoping I will be dead before handling this complaint?

**David**

**David T. Dickson**  
**C.E.O. DKS DATA** ([www.dksdata.com](http://www.dksdata.com))  
**Consulting C.I.O.**  
*Management/Legal Consultant*  
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**Cell:** 780-951 9686  
**Fax:** 780-987 3907  
**Email:** [david.dickson@dksdata.com](mailto:david.dickson@dksdata.com)



***Some rules to live by:***

*Always do the best you can by your family.*  
*Go to work every day.*  
*Always speak your mind.*  
*Never hurt anyone that doesn't deserve it.*  
*And never take anything from the bad guys.*  
*(Mel Gibson: Edge of Darkness 2010)*

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**From:** AHRC Registrar <[AHRC.Registrar@gov.ab.ca](mailto:AHRC.Registrar@gov.ab.ca)>  
**Sent:** April 22, 2021 9:38 AM  
**To:** David Dickson <[david.dickson@dksdata.com](mailto:david.dickson@dksdata.com)>  
**Subject:** RE: Complaint : S2020/12/0301  
**Sensitivity:** Confidential

Hi David,

We have forwarded your email to the Regional Director. She will be in touch with you at her earliest convenience.

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Classification: Protected A

**From:** David Dickson <[david.dickson@dksdata.com](mailto:david.dickson@dksdata.com)>

**Sent:** April 22, 2021 9:25 AM

**To:** **REDACTED** <[REDACTED@gov.ab.ca](mailto:REDACTED@gov.ab.ca)>; AHRC Registrar <[AHRC.Registrar@gov.ab.ca](mailto:AHRC.Registrar@gov.ab.ca)>

**Subject:** RE: Complaint : S2020/12/0301

**Importance:** High

**Sensitivity:** Confidential

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Good morning,

This complaint was filed on November 17<sup>th</sup>, 2020 and accepted December 8<sup>th</sup>, 2020. Costco was provided additional time to respond (despite having a large legal team and having assumed to have fully reviewed their original decision to prevent disabled people access starting November 16<sup>th</sup>, 2020). Costco responded with a primarily ad hominem attack on February 8<sup>th</sup>, 2021, which was provided to me on February 11<sup>th</sup>, 2021 along with a notification that a conciliation officer would be assigned soon and would be in touch. I responded to that and the letter from your office for more information on February 17<sup>th</sup>, 2021.

It is now April 22<sup>nd</sup>, 2021 and coming up to a full 6 months since the complaint was filed. These delays are having a detrimental impact to my overall health and don't appear to be inline with the AHRC process. Just when does the timeline here start? *"The Commission also imposes a 60-day period, which is a reasonable amount of time to exchange information and meet amongst the parties to discuss resolving the complaint"*.

Looking forward to a timely response.

Thank you.

**David**

**David T. Dickson**

**C.E.O. DKS DATA ([www.dksdata.com](http://www.dksdata.com))**

**Consulting C.I.O.**

*Management/Legal Consultant*

*Privacy and Cybersecurity Expert.*

**Email:** [david.dickson@dksdata.com](mailto:david.dickson@dksdata.com)



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**From:** **REDACTED** <[REDACTED@gov.ab.ca](mailto:REDACTED@gov.ab.ca)>

**Sent:** March 19, 2021 9:09 AM

**To:** David Dickson <[david.dickson@dksdata.com](mailto:david.dickson@dksdata.com)>

**Subject:** RE: Complaint : S2020/12/0301

**Sensitivity:** Confidential

Good Morning David,

Your complaint is still in the conciliation queue waiting to be assigned to an officer. Please be patient. We are working as hard as we can to get to your complaint.

Best,

**REDACTED**

Administrative Assistant, Alberta Human Rights Commission

#200, 620 – 7<sup>th</sup> Avenue S.W. Calgary, AB., T2P 0Y8

**REDACTED**

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Classification: Protected A

**From:** David Dickson <[david.dickson@dksdata.com](mailto:david.dickson@dksdata.com)>

**Sent:** Thursday, March 18, 2021 3:04 PM

**To:** **REDACTED** <[REDACTED@gov.ab.ca](mailto:REDACTED@gov.ab.ca)>; AHRC Registrar <[AHRC.Registrar@gov.ab.ca](mailto:AHRC.Registrar@gov.ab.ca)>

**Subject:** RE: Complaint : S2020/12/0301

**Importance:** High

**Sensitivity:** Confidential

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Afternoon,

Can I get an update on this file please. On February 10<sup>th</sup> I was informed “No further information from us will be provided until this complaint is assigned to an Officer. The Officer will write to you when the matter is assigned.”. I did respond with the clarifying information requested and am yet to receive an update. I can confirm that Costco has not made “a with prejudice settlement offer to the Complainant” as per that letter I received from your office.

Many thanks,

**David**

**David T. Dickson**

**C.E.O. DKS DATA** ([www.dksdata.com](http://www.dksdata.com))

**Consulting C.I.O.**

*Management/Legal Consultant*

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Email: [david.dickson@dksdata.com](mailto:david.dickson@dksdata.com)



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**From:** REDACTED @gov.ab.ca>  
**Sent:** February 17, 2021 2:56 PM  
**To:** David Dickson <[david.dickson@dksdata.com](mailto:david.dickson@dksdata.com)>  
**Subject:** RE: Complaint : S2020/12/0301  
**Sensitivity:** Confidential

Thank you – it is on your file.

Best,

REDACTED

Classification: Protected A

**From:** David Dickson <[david.dickson@dksdata.com](mailto:david.dickson@dksdata.com)>  
**Sent:** Wednesday, February 17, 2021 1:59 PM  
**To:** REDACTED @gov.ab.ca>; AHRC Registrar <[AHRC.Registrar@gov.ab.ca](mailto:AHRC.Registrar@gov.ab.ca)>  
**Subject:** RE: Complaint : S2020/12/0301  
**Sensitivity:** Confidential

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Resend with protection removed.

Thanks,

David

David T. Dickson  
C.E.O. DKS DATA ([www.dksdata.com](http://www.dksdata.com))  
Consulting C.I.O.  
Management/Legal Consultant  
Privacy and Cybersecurity Expert.  
Email: [david.dickson@dksdata.com](mailto:david.dickson@dksdata.com)



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**From:** David Dickson  
**Sent:** February 16, 2021 8:14 PM  
**To:** REDACTED @gov.ab.ca>; 'ahrc.registrar@gov.ab.ca.' <[ahrc.registrar@gov.ab.ca](mailto:ahrc.registrar@gov.ab.ca)>



**Subject:** RE: Complaint : S2020/12/0301

**Sensitivity:** Confidential

As requested, please find the attached information.

Thanks,

David

**David T. Dickson**

**C.E.O. DKS DATA** ([www.dksdata.com](http://www.dksdata.com))

**Consulting C.I.O.**

*Management/Legal Consultant*

*Privacy and Cybersecurity Expert.*

**Email:** [david.dickson@dksdata.com](mailto:david.dickson@dksdata.com)



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**From:** REDACTED @gov.ab.ca>

**Sent:** February 11, 2021 2:06 PM

**To:** David Dickson <[david.dickson@dksdata.com](mailto:david.dickson@dksdata.com)>

**Subject:** Complaint : S2020/12/0301

Good Day,

I have attached correspondence from the Alberta Human Rights Commission in regards to the complaint David Dickson v. Costco Wholesale Canada Ltd.

Best,

**REDACTED**

Administrative Assistant, Alberta Human Rights Commission

#200, 620 – 7<sup>th</sup> Avenue S.W. Calgary, AB., T2P 0Y8

**REDACTED**

Classification: Protected A