

Prevent Sexual Violence & Harassment in the Workplace



HR PROACTIVE Inc.
Profit by Proactive Prevention™

Learning Objectives

- Review recent legislation for sexual violence and harassment in the workplace.
- Define key concepts associated with sexual harassment.
- List behaviours that constitute sexual harassment.
- Identify the different types of sexual harassment.
- Differentiate between welcome and unwelcome behaviour as well as clear and unclear behaviour.
- Explain the steps for filing a complaint for sexual harassment in the workplace.
- Recognize when sexual harassment turns to sexual violence, sexual assault.



Presentation Outline

- I. Introduction**
- II. Responsibilities and Liabilities**
- III. Defining Sexual Harassment**
- IV. Victims of Sexual Harassment**
- V. Types of Sexual Harassment**
- VI. Where Do You Draw The Line?**



**Why is it Important to
Learn About?**

**Sexual Harassment
in the Workplace**

Occupational Health and Safety Act and Introduction of Bill 132



Bill 132 Employer Responsibilities

In consultation with a joint health and safety committee or health and safety:

- Develop and maintain a written program to implement the employer's workplace harassment policy.
- Review the program on an annual basis.
- Provide workers with appropriate information and instruction on the contents of their workplace harassment policies and program.

Bill 132 Employer Responsibilities

Written program must include:

- Reporting procedures for incidents of workplace harassment.
- How incidents or complaints of workplace harassment will be investigated and addressed.
- Process for disclosure of personal information obtained during an investigation.
- How complainant and alleged harasser will be notified of the outcome of an investigation.



Bill 132 Investigation Requirements

In response to workplace harassment incidents or complaints, employers must:

- Conduct an investigation;
- Inform complainant and alleged harasser of results of investigation and any corrective action to be taken;
- Conduct an impartial third party investigation;
- Advise how complainant and alleged harasser will be notified of the outcome of an investigation.



Sexual Harassment in the Workplace (Cont'd)

All the various human rights laws in Canada, without exception, prohibit sexual harassment.

In short, there is no workplace in Canada where sexual harassment is not against the law!

Both individuals and organizations can be held liable for sexual harassment in the workplace.

