FOUR-IN-FIVE Canadians said they had unwanted experiences at work, and didn’t report it to their employers.

82% have an official workplace harassment policy in place.

16% of Ontario workplaces have a separate sexual assault policy, but no harassment policy and standards.

96% have an official workplace harassment policy in place.

53% believe the instances of sexual harassment in their industry is about average.

17% have witnessed an employee being sexually harassed at work.

What do the executives say?

94% believe that sexual harassment isn’t a problem in their workplace.

70% believe management is responsive, but recommendations aren’t always implemented.

24% believe senior management is responsive to sexual harassment policy recommendations.

43% of Ontario workplaces include sexual harassment and sexual assault in their general workplace harassment policy.

12% of Ontario workplaces have a separate stand-alone policy for sexual harassment and sexual assault.

The Bottom Line

Among the most important signals that organizations can send to their employees is through the creation of a stand-alone sexual harassment policy in the workplace as well as mandatory training to go with it. That’s why HRPA must create a culture of zero tolerance towards sexual harassment.

Canadian Military

Has been heavily criticized for failing to adequately address sexual harassment and discrimination.

The CBC

Has been criticized for failing to protect women journalists from inappropriate behavior.

The RCMP

Reported having 1,700 sexual harassment claims.

Post Secondary Institutions

Has been criticized for not adequately addressing sexual harassment policies.

Canadian Public Sector

In Hot Water

The CBC has been sued by veteran women for failing to act on sexual abuse and discrimination.

The RCMP have been under intense scrutiny over their dismal sexual assault/harassment policies.

Canadian Military

Has been heavily criticized for failing to adequately address sexual harassment and discrimination.

The CBC

Has been criticized for failing to protect women journalists from inappropriate behavior.

The RCMP

Reported having 1,700 sexual harassment claims.

Post Secondary Institutions

Has been criticized for not adequately addressing sexual harassment policies.

Canadian Public Sector

In Hot Water

The CBC has been sued by veteran women for failing to act on sexual abuse and discrimination.

The RCMP have been under intense scrutiny over their dismal sexual assault/harassment policies.

Canadian Military

Has been heavily criticized for failing to adequately address sexual harassment and discrimination.

The CBC

Has been criticized for failing to protect women journalists from inappropriate behavior.

The RCMP

Reported having 1,700 sexual harassment claims.

Post Secondary Institutions

Has been criticized for not adequately addressing sexual harassment policies.

Canadian Public Sector

In Hot Water

The CBC has been sued by veteran women for failing to act on sexual abuse and discrimination.

The RCMP have been under intense scrutiny over their dismal sexual assault/harassment policies.