

SEXUAL ASSAULT & HARASSMENT IN THE CANADIAN WORKPLACE



WORKPLACE SEXUAL HARASSMENT POLICIES IN ONTARIO

82%

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

16%

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

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.

FOUR-IN-FIVE

CANADIANS SAID THEY HAD UNWANTED EXPERIENCES AT WORK, AND DIDN'T REPORT IT TO THEIR EMPLOYERS.



WHAT DO THE EXECUTIVES SAY?

94%

believe that sexual harassment isn't a problem in their workplace.

93%

believe they have a corporate culture that prevents sexual harassment.

EMPLOYEES' RESPONSE ON MANAGEMENT'S RESPONSE

70%

believe senior management is responsive to sexual harassment policy recommendations.

24%

believe management is responsive, but recommendations aren't always implemented.

43% WOMEN

WORKPLACE HARASSMENT BY THE NUMBERS

12% MEN

HAVE BEEN SEXUALLY HARASSED OR ASSAULTED AT WORK.

SEXUAL HARASSMENT ACROSS THE INDUSTRIES

CLAIMS ARE HIGHER IN TRADITIONALLY MALE-DOMINATED INDUSTRIES.



WOMEN ARE ALSO MORE LIKELY TO EXPERIENCE SEXUAL HARASSMENT AT WORK WHEN THEY'RE SEEN AS SUBSERVIENT OR ARE ISOLATED.



CANADIAN MILITARY

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



THE RCMP

is facing sexual harassment claims from approximately 1,100 women.



THE CBC

has been criticised for failing to protect its workers from inappropriate behaviour.



POST SECONDARY INSTITUTIONS

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

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.

TRUSTED, ACCESSIBLE COMPLAINT PROCEDURES

CONSISTENT ACCOUNTABILITY

COMMITTED AND ENGAGED LEADERSHIP

REGULAR, INTERACTIVE AND TAILORED TRAINING

STRONG HARASSMENT POLICIES