SEXUAL ASSAULT & HARASSMENT IN THE CANADIAN WORKPLACE



82%

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

WORKPLACE SEXUAL HARASSMENT
POLICIES IN ONTARIO

16%

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

96% 53%

17%

have an official workplace harassment policy in place.

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

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?

EMPLOYEES' RESPONSE
ON MANAGEMENT'S RESPONSE

94%believe that sexual harassment

isn't a problem in their workplace.

70%

believe senior management is responsive to sexual

is responsive to sexual harassment policy reccomendations.

93% believe they have a corporate

culture that prevents sexual harassment. 24%

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

43% WOMEN

BY THE NUMBERS

WORKPLACE HARASSMENT

12% MEN

HAVE BEEN SEXUALLY HARASSED OR ASSAULTED AT WORK.

SEXUAL HARASSMENT
ACROSS THE INDUSTRIES



TRADITIONALLY MALE-DOMINATED INDUSTRIES.















EXPERIENCE SEXUAL HARASSMENT AT WORK WHEN THEY'RE SEEN AS SUBSERVIENT OR ARE ISOLATED.

CANADIAN PUBLIC SECTOR
IN HOT WATER

WOMEN ARE ALSO MORE LIKELY TO

MILITARY has been sued by veteran

CANADIAN

discrimination.

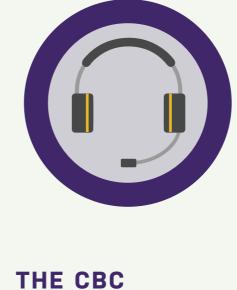
women for failing to act

on sexual abuse and



is facing sexual harassment claims

from approximately 1,100 women.



has been criticised for failing to protect

its workers from inappropriate behaviour.



have been under intense scrutiny over their dismal

INSTITUTIONS

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.

COMPLAINT PROCEDURES

COMMITTED AND ENGAGED
LEADERSHIP

CONSISTENT ACCOUNTABILITY

TRUSTED, ACCESSIBLE

AND TAILORED TRAINING

REGULAR, INTERACTIVE

STRONG HARASSMENT POLICIES