



Object : Sollicitation for your participation in a research project

Greetings,

Professors Diane Gagné of the School of Management at the Université du Québec à Trois-Rivières (UQTR), Julie Bourgault of the Université du Québec en Outaouais (UQO) and Anne-Marie Laflamme, Dean of the Faculty of Law at Université Laval (Québec), are currently conducting a research project, financed by the CRHA Foundation, to assess the effectiveness of amendments to the *Occupational Health and Safety Act* (OHSa) regarding employers' obligation to prevent workplace harassment.

The overall objective of this study is to take a cross-sectional look at the effectiveness of the amendments made to the Quebec *Labour Standards Act* and the Ontario OHSa, focusing more specifically, but not exclusively, on their impact on women. To this end, the project's objective is to measure the impact of the new Quebec and Ontario provisions on prevention policies and on the measures that need to be put in place in companies to prevent psychological, discriminatory or sexual harassment, in particular by listing best practices.

In order to provide an accurate, objective, and comprehensive overview of the mechanisms related to the prevention of workplace harassment, as well as the specific training initiatives designed to counter psychological, discriminatory or sexual harassment, your participation is crucial. Therefore, we kindly request approximately 20 minutes of your time to complete an electronic questionnaire accessible through the following link: <https://sondages.uqo.ca/index.php/375564?lang=en>

We would greatly appreciate if you could complete the questionnaire before October 16, 2023. Please rest assured that your answers will remain strictly confidential and will only be used for the purposes of this study. We assure you that no data will be used to identify you.

If you have any questions or would like to receive a paper version of the newsletter and/or questionnaire, please do not hesitate to contact us by email at [projetharcelement808@gmail.com](mailto:projetharcelement808@gmail.com).

You can use the email address [projetharcelement808@gmail.com](mailto:projetharcelement808@gmail.com) to provide us with your email contact if you wish to participate in individual or group interviews during the second phase of this research project, or if you would like to receive a summary of the results.

We would like to thank you for the time and effort you dedicate to this survey. Its success depends largely on your collaboration.

### **Diane Gagné, Ph. D. et CRIA**

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