

Creating a Respectful Environment



Harassment Free Area

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Human Rights Legislation

Prohibits unreasonable discrimination, harassment, reprisal

&

Requires reasonable accommodation for any special need

Based on “protected characteristics”

Workplace Safety & Health Legislation

Requires that every worker is entitled to work free of harassment

Regardless of:



- Intention

- Whether it is from a supervisor, colleague, member of the public, consumer / client – anyone

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The Human Rights Code

Addresses the rights of any individual who is participating in:

- a) Any aspect of work that is actual or potential, full-time or part-time, permanent, seasonal or casual, and paid or unpaid;
- b) Any service, accommodation, facility, good, right, licence, benefit, program or privilege available or accessible to the public or to a section of the public.

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Workplace Safety & Health

Addresses the rights of workers. “Worker” includes:

- a) Any person who is employed by an employer to perform a service whether for gain or reward, or hope of gain or reward or not,
- b) Any person engaged by another person to perform services, whether under a contract of employment or not
- c) Any person undergoing training or serving an apprenticeship at an educational institution or at any other place;

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The Human Rights Code defines harassment as:

- A course of abusive & unwelcome behavior made on the basis of any “protected characteristic,” or
- A series of objectionable & unwelcome sexual solicitations or advances, or
- A sexual advance made by a person who is or who is perceived to be in a position of authority to the recipient of the advance, if it should be reasonably known to be unwelcome, or
- A reprisal or threat of reprisal for rejecting a sexual solicitation or advance

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Workplace Safety & Health Act defines Harassment as:

- Objectionable conduct that creates a risk to the health of a worker - related to the protected characteristics that are identified in The Human Rights Code, and also, physical size or weight; or
- Severe, repeated conduct, sometimes referred to as bullying, that adversely affects a worker's psychological or physical well-being, if it could reasonably cause a worker to be humiliated or intimidated; or in the case of a single occurrence, if it has a lasting, harmful effect on a worker

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Characteristics identified by legislation

- Ancestry, including colour and perceived race
- Nationality or national origin
- Ethnic background or origin
- Religion
- Age
- Sex
- Gender determined characteristics
- Sexual orientation
- Marital or family status
- Source of income
- Political belief or activity
- Physical or mental disability
- Physical size or weight



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HARASSMENT

- Slurs, taunts, name-calling, innuendoes
- Lies or rumors about someone's sex life
- Comments about intellectual ability
- Displays of offensive, pornographic, racist pictures/calendars/screen savers
- Gestures with hands or body
- Touching, hugging, kissing, massaging, groping, grabbing
- Abusive language
- Sexual and/or physical assault



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BULLYING

- Humiliation, ridicule or unwarranted criticism in public or private
- Aggressive behaviour
- Withholding information to negatively affect a person's performance
- Treating people as children, not as adults
- Exclusion from meetings, emails, communications
- Theft of credit – bully takes credit due the target
- Abusive Communication styles

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- Workplace Bullying is NOT:
- Performance Management
- Tough management, employee / volunteer motivation or productivity improvement
- Someone critical of your performance.
- Someone who doesn't like you.
- A personality clash.

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*What kind of people
harass others?*



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Types of people:

- Clueless people
- Predators



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Report Predators

- To a person in charge
- The authorities
 - Human Rights Commission,
 - Workplace Safety & Health,
 - Child Welfare Agency
 - Vulnerable Persons Agency
 - Police



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- **The Grandma Filter**
- If you wouldn't say or do that in front of your grandma...don't say or do it here!



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- **The Business Filter**



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*In Germany, the Nazis first came for the communists,
and I did not speak up,
because I was not a Communist.*

*Then they came for the Jews,
and I did not speak up,
because I was not a Jew.*

*Then they came for the trade unionists,
and I did not speak up,
because I was not a trade unionist.*

*Then they came for the Catholics,
and I did not speak up,
because I was not a Catholic.*

*Then they came for me... and by that time,
there was no one to speak up for anyone.*

-- Martin Niemoeller, Pastor,
German Evangelical (Lutheran) Church

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