

What is Workplace Sexual Harassment?

Workplace sexual harassment includes unwanted verbal, visual or physical behaviors that are based on sex, sexual orientation, gender identity or gender expression, such as:

- Comments about someone's body or their sexuality
- Sexist jokes and language
- Demanding dates or sexual favours
- Sexually explicit bragging ("locker room talk")
- Intrusive questions about someone's gender identity or body parts
- Using sexist or homophobic language
- Displaying sexual images
- Unwanted touching
- Invading personal space
- Sexual intimidation
- Sexual assault

Workers in Ontario have the right to be free from Sexual Harassment.


www.shapeyourworkplace.ca


We are here to help

SHAPE

Sexual Harassment | Advice | Prevention | Education

 www.shapeyourworkplace.ca

 1 (833) 677-5146 (toll free)

 info@shapeyourworkplace.ca



Are you experiencing
Sexual Harassment
at work?

**FREE LEGAL ADVICE
IS AVAILABLE**

CALL 1 (833) 677-5146

MON-FRI / 8AM-8PM EST

Employee

Rights



Right to a safe workplace

Workers in Ontario, including volunteer or unpaid interns, have the right to a safe workplace and to be treated fairly at work.



Protection from Reprisals

A reprisal is an action or threat that is intended as retaliation for claiming or enforcing a right.

Your employer is not allowed to fire you, cut your hours, discipline you, threaten you, bully you, or retaliate in any way because you have made a complaint about sexual harassment in your workplace.



Potential Legal Options

- Human Rights complaint
- Ministry of Labour complaint
- Civil Proceeding (law suit)
- Police Report
- WSIB claim

*You may not be able to exercise all of these options. Choosing one may prevent you from pursuing others. There are also limitation periods for different actions. **You should consult with a legal professional to determine your options.**

What can I do if I experience Sexual Harassment in my workplace?

- Your safety is the priority. Call the police or other emergency services first, if needed.
- **Call the SHAPE phone line for free, confidential legal advice at 1 833 677 5146.**
- Report the incident to your supervisor and/or union representative.
- Keep notes of what happened
- File a written complaint with your employer. If your workplace is unionized, speak to your union representative and file a grievance.
- Request an investigation/ written report and/or consequence. Employers have a duty to investigate.
- Report the conduct to police, if appropriate.
- If your employer has an Employee and Family Assistance Program, assistance or counselling may be available.



RESOURCES

SHAPE Call Line
1 (833) 677 5146

Law Society Referral Services
1 (855) 947 5255

Human Rights Legal Support Centre
1 (866) 625 5179

Faye Peterson House Sexual Violence Program
1 (807) 345 0450

Northwestern Ontario Women's Centre
1 (807) 345 7802

Lakehead University Community Legal Services (Employment Law)
1 (807) 346 7815

Office of the Worker Advisor
<https://www.owa.gov.on.ca>

Community Legal Education Ontario
<https://www.cleo.on.ca/en>