

SHARP Workplaces Legal Clinic Media Kit

Summary

The Sexual Harassment Advice, Response, and Prevention for Workplaces Legal Advice Clinic ([SHARP Workplaces Legal Clinic](#)) is a free legal clinic that provides legal advice to anyone who has experienced workplace sexual harassment in BC. Our lawyers advise clients on the law relating to workplace sexual harassment, including provincial and federal human rights law, employment and labour law, workers' compensation, criminal, and civil law.

SHARP Workplaces Legal Clinic also delivers public legal education, training to service providers, and conducts research.

SHARP Workplaces Legal Clinic is operated by [Community Legal Assistance Society](#) (CLAS), a non-profit legal aid organization providing free legal assistance to disadvantaged people, specializing in human rights, housing, income security, workers' rights, mental health law, and workplace sexual harassment.

Topics

SHARP Workplaces Legal Clinic continuously monitors the latest legal and policy developments related to workplace sexual harassment. We can provide comment to media on the following topics as they relate to workplace sexual harassment:

- General legal information about workplace sexual harassment (e.g., what it is, who can be involved, where it can happen, and legal and non-legal options to address it);
- Stories relating to workplace sexual harassment;
- Legal proceedings and court/tribunal decisions;
- Law and policy reform and legislative changes;
- Workplace bullying and harassment; and
- Non-disclosure agreements in settlements.

Who We Are



Jennifer Khor is the Supervising Lawyer and Project Manager for CLAS's SHARP Workplaces. She established the SHARP Workplaces Legal Advice Clinic in 2020. Jennifer provides legal advice to clients in addition to developing and delivering education and training on workplace sexual harassment.

Jennifer has over 20 years of experience in gender equality, human rights, law reform, justice system reform, and access to justice and legal aid initiatives. She has worked internationally leading projects to improve access to justice and human rights in Africa and Asia. Prior to establishing SHARP Workplaces, she worked for Legal Aid BC developing and implementing legal aid initiatives across the province.

To Contact Us: Email SHARPWorkplaces@clasbc.net

Media Backgrounder

Workplace sexual harassment is any **unwelcome sexual conduct at work, or in an environment connected to work, that negatively affects the work environment or has adverse effects on the person experiencing the harassment.**

The following are some key findings from recent studies about workplace sexual harassment (“WSH”):

General:

- Just under half of workers in Canada (47%) witnessed or experienced WSH or discrimination at work in 2019 (Burczycka, 2020).
- 25% of women were personally targeted with inappropriate sexualized behavior in 2019, and 13% of women are sexually assaulted in a work-related context at some point in their working lives (Burczycka, 2020).
- 1 in 4 people have experienced an increase in gender-based harassment during the pandemic. 98% of people who experienced an increase in gender-based harassment were women and/or non-binary, and 94% were Multiracial, Latinx/Hispanic, Asian/Asian American, and Black/African/African American (Project Include, 2022).

Certain types of occupations at greater risk:

- Trades, transportation, equipment operation, and related occupations: 47% of women in these occupations experienced WSH in 2019 (Burczycka, 2020).
- Sales and service occupations: Women in these occupations are more likely to have experienced WSH (32%) than women in most other occupation groups (Burczycka, 2020).

Demographic factors:

- 62% of LGBTQ2A+ workers experienced WSH (compared to 42% of heterosexual respondents) (Berlingieri, 2022).
- 47.8% of Indigenous respondents experienced WSH (Berlingieri, 2022).
- 76% of respondents with a disability experienced at least one behavior of harassment or violence compared to 60% of those who did not report a disability (Berlingieri, 2022).
- Inappropriate sexualized behaviors and gender-based discrimination at work are more common among young people, people with disabilities, and LGBTQ2A+ people.

References

- Berlingieri, A., Welsh, S., MacQuarrie, B., McFadyen, N.D., Bigras-Dutrisac, H. with the Canadian Labour Congress. *Harassment and violence in Canadian workplaces: It's [not] part of the job*. London, ON.: Centre for Research and Education on Violence Against Women and Children, Western University.
- Burczycka, M. (2020) Workers' experiences of inappropriate sexualized behaviours, sexual assault and gender-based discrimination in Canadian provinces, 2020. *Juristat*. Statistics Canada Catalogue no. 85-002-X
- Project Include. (2022). *Remote work since Covid-19 is exacerbating harm: What companies need to know and do*.