

BC HUMAN RIGHTS COMPLAINTS FOR WORKPLACE SEXUAL HARASSMENT: OVERVIEW

Who can make a provincial human rights complaint?

Most workers who have experienced **workplace sexual harassment** in British Columbia can file a human rights complaint with the **British Columbia Human Rights Tribunal**.

What counts as sexual harassment?

Sexual harassment is:

- Any unwanted comments, behaviour or actions that are sexual or related to your sexuality, sexual orientation, gender, or gender identity or expression.
- This behaviour is having a negative effect on you.
- It can be just one incident, or it can be an ongoing pattern of behavior.

What are the possible solutions (remedies) if I file a human rights complaint?

You can ask for money, or **financial compensation** (also known as “**remedies**”) for the impacts of the harassment, including lost wages, expenses, and injury to dignity.

When do I need to start a claim?

You need to file a complaint with the British Columbia Human Rights Tribunal within **one year** of the last time you were harassed. You can find information about the British Columbia Human Rights Tribunal here: <https://www.bchrt.bc.ca>

How do I start a claim?

You can file a complaint on the BC Human Rights Tribunal website using **Form 1.1**. You can find it online at: <https://www.bchrt.bc.ca/complaint-process/complain/file/>

Further information and free legal advice

Detailed process guides on Provincial Human Rights and other topics are available at: [Stand Informed Resources](#).

You can get free legal advice at:

BC Human Rights Clinic at Community Legal Assistant Society: This Clinic provides free summary advice, 1-2 hours of legal assistance, or legal representation for some qualifying human rights complaints, to people who need help with a provincial human rights complaint. Call: 1-855-685-6222 (info line); Email: infobchrc@clasbc.net; Website: <https://bchrc.net>

Access Pro Bono: This program provides free summary advice from a lawyer, as well as several other legal assistance programs. Call: 604-878-7400 or 1-877-762-6664; Email: appointments@accessprobono.ca; Website: <https://accessprobono.ca>

Law Students' Legal Advice Program (LSLAP): This program provides free legal advice and representation (by supervised law students) in the Lower Mainland. Call: 604-822-5791; Website: <https://www.lslap.bc.ca>

University of Victoria Law Centre Human Rights Clinic (Victoria BC): Provides free legal advice and representation with human rights issues to low-income clients. Call: 250-385-1221; Email: reception@thelawcentre.ca; Website: <https://www.uvic.ca/law/about/centre/services/humanrightsclinic.php>

Migrant Workers Centre – Respect at Work Legal Clinic: Provides free legal advice in the Lower Mainland for newcomers to Canada who have faced or are facing workplace sexual harassment. Call: 604-684-3599 (clinic appointments); Call: 604-404-1931 (hotline for advice and information); Email: jobquest@issbc.org; Website: <https://mwcbc.ca/workplace-sexual-harassment/>

Vancouver Island Human Rights Coalition (Victoria, BC): Provides free advocacy for human rights complaints. Call: 250-382-3012; Email: advocates@vihrc.com; Website: <https://vihrc.com>

You can also **find advocates** across BC by using PovNet's "Find an Advocate" Tool, available online: <https://www.povnet.org/find-an-advocate>.