

Advising Complainants of Sexual Assault and Workplace Sexual Harassment on Civil and Criminal Legal Options

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Aditi Master, Community Legal Assistance Society

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Land Acknowledgement

Image 1

We respectfully acknowledge we are working and learning on the traditional, unceded, and ancestral territories of the $x^w m\theta k^w \text{ə}y' \text{ə}m$ (Musqueam), $səlil'wətəʔɬ$ (Tsleil-Waututh), and $S_kwxwú7mesh \acute{U}xwumixw$ (Squamish) Nations.

Agenda

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1. Welcome and Introductions

2. Assessing a Case

3. Small group work and discussions

Introductions

Fred Wynne, Tevlin Gleadle Curtis Employment Law Strategies

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Case Scenario 1 (Panelists)

**Rosalie
(young woman on temporary work
permit from Vietnam)**

Rosalie - Legal Issues & Options

- ✓ Workplace sexual harassment
- ✓ Sex assault & criminal harassment
- Employment (wrongful dismissal)
- EI
- Employment Standards
- Workplace investigation process (or lack thereof)
- Human Rights
- WorkSafeBC
- Police Report

Small group instructions

Discussion questions:

- 1. Is this sexual harassment? Why or why not?**
- 2. Is this sexual assault? Why or why not?**
- 3. What are Sheila's legal options?**
- 4. Discuss the advantages and challenges of each option.**

Identify someone to report back.

Small group discussions

- **Case scenario 2: Sheila – health and safety officer at a large company**
- **Case scenario 3: Kennedy – international student at a party**

Case Scenario 4

Min Joon
(union member employee at large company)

Questions?



Evaluation



<https://forms.office.com/r/nRB9QzHHkq>

Thank you!



Community Legal
Assistance Society



Department of Justice
Canada

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