

Workplace Sexual Harassment: **WHAT ARE MY RIGHTS AS A WORKER**



Workplace Sexual Harassment

Workplace sexual harassment is an unwelcome conduct of a sexual nature that you experience at work or related to your work that has negative job-related effects. This could include verbal comments, unwanted touching, and sexual materials in the workplace.

As a worker, you have a right to:

- A safe and healthy workplace, free from sexual harassment, bullying, and violence.
- Be treated equally regardless of race, sexual orientation, gender identity or gender expression.
- Refuse unsafe work, including within a sexualized work environment.
- Make a complaint of workplace sexual harassment without fear of punishment (retaliation) by your employer or co-workers.
- Be informed and trained about workplace policies and procedures in place to prevent and report harassment.

As a worker you have the following responsibilities:

- To not engage in unwanted sexual conduct, bullying, violence or discrimination.
- To report to your employer if you experience harassment or bullying or see it happening.
- To know and follow employer policies or procedures.

Can I be punished for filing a complaint?

Your employer cannot punish you for filing a complaint.



If your employer punishes you for making a complaint, you may have the right to further remedies from the Human Rights Tribunal, the Canadian Human Rights Commission and the Workers' Compensation Board.

What can I do if I am being sexually harassed?

- Keep your own records of every incident: times, places, people.
- Tell your boss or supervisor, if it is safe to do so.
- Go to your doctor if you are experiencing mental or physical health problems.
- File a police report if you are being threatened, stalked, touched or assaulted.

You may have legal options including:

- Reporting to WorkSafeBC.
- Filing a complaint at BC Human Rights Tribunal (for most employers in BC).
- Filing a complaint at Canadian Human Rights Commission (if your employer is federally regulated, this includes some on-reserve and other Indigenous connected employers).
- Filing a grievance with the help of your union (unionized employees) and the Workers' Compensation Board.

Want **FREE LEGAL ADVICE** on these and other options?

Contact the SHARP Workplaces Legal Advice Clinic:



Telephone: **604-673-3143**



Toll-free: **1-888-685-6222**



Email: **SHARPWorkplaces@clasbc.net**



Website: **clasbc.net/sharpworkplaces**



We also offer free training on workplace sexual harassment.



Community Legal Assistance Society



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