



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**.

You can find information about the British Columbia Human Rights Tribunal here:

<https://www.bchrt.bc.ca>

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 personally or at work.
- 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.

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/>

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FURTHER INFORMATION AND FREE LEGAL ADVICE

Detailed process guides on related topics are available at

<https://clasbc.net/resources/resources-for-lawyers/resources-for-sharp-workplaces-lawyers/>

You can get free legal advice at:

SHARP Workplaces Legal Advice Clinic, Community Legal Assistance Society

This program provides up to five hours of free legal advice to anyone who has experienced workplace sexual harassment in British Columbia.

- ☎ 604-673-3143 or 1-888-685-6222
- @ SHARPWorkplaces@clasbc.net
- 🌐 <https://clasbc.net/get-legal-help/sexual-harassment-in-the-workplace/>

BC Human Rights Clinic, 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.

- ☎ 1-855-685-6222 (info line)
- @ infobchrc@clasbc.net
- 🌐 <https://bchrc.net>

Access Pro Bono

This program provides free summary advice from a lawyer, as well as several other legal assistance programs.

- ☎ 604-878-7400 or 1-877-762-6664
- @ appointments@accessprobono.ca
- 🌐 <https://accessprobono.ca>

Law Students' Legal Advice Program (LSLAP), University of British Columbia

This program provides free legal advice and representation (by supervised law students) in the Lower Mainland.

- ☎ 604-822-5791
- 🌐 <https://www.lslap.bc.ca>

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.

- ☎ 604-669-4482 (toll free 1-888-669-4482)
- @ info@mwcbc.ca
- 🌐 <https://mwcbc.ca/workplace-sexual-harassment/>

University of Victoria Law Centre Human Rights Clinic (Victoria, BC)

Provides free legal advice and representation with human rights issues to low-income clients.

- ☎ 250-385-1221
- @ reception@thelawcentre.ca
- 🌐 <https://www.uvic.ca/law/about/centre/services/humanrightsclinic.php>

Vancouver Island Human Rights Coalition (Victoria, BC)

Provides free advocacy for human rights complaints.

- ☎ 250-382-3012
- @ advocates@vihrc.com
- 🌐 <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>

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