

- Inappropriate and unwanted touching of a sexual nature
- Displaying inappropriate pin ups
- Repeatedly asking for a date even though the person refused
- Leaning in too closely
- Touching, pinching, stroking, squeezing or brushing up against someone
- Leering or ogling
- Telling a sexist joke
- Making homophobic comments
- Making sexually suggestive signals
- Making insults on the basis of someone's sexuality
- Requests for sexual favours, often related to promotion
- Suggestive E-mails, comments



Sexual Harassment in Canada





Sexual Harassment in Canada

It is estimated that approximately 90% of all female employees in Canada will face some form of sexual harassment while working on the job.

According to the 2009 General Social Survey on Victimization, there were 472,000 sexual assaults reported by women in the previous 12 months, representing a rate of 34 sexual assault incidents for every 1000 women.

Sexual Harassment in the Workplace is illegal

Sexual harassment includes any unwanted, unasked for and unwelcome comments, conduct, gestures, or contact of a sexual nature that is likely to offend or humiliate an employee or might, on reasonable grounds, be perceived by the employee as placing a condition of a sexual nature on their employment.

An employer or employee who commits sexual harassment is subject to charges under many statutes in Canadian law including the Federal Human Rights Act, Provincial Human Rights Codes, the Charter of Rights and Freedoms, the Criminal Code of Canada and the Canada Labour Code.

When deciding sexual harassment cases, Canadian Human Rights Tribunals do not look at the intention of the harasser but the lived experience of the person who has experienced the sexual harassment.

If You Experience Workplace Sexual Harassment

Let the harasser know if the behaviour is inappropriate (if safety is not a concern).

Report the harassment to your union representative and to your employer.

Document the history of the harassment.

Workplace sexual harassment can be toxic and can cost the employer upwards of \$6 million per year in lost productivity and high employee turnover

Everyone has a right to work free of harassment in any form. If you see it, stop it!

Share your thoughts. Get involved. Check out UFCW Canada Women's Advisory Committee at www.ufcw.ca/women to view the Workplace Sexual Harassment Reference and Rights Guide or contact Nancy Quiring at nancy.quiring@ufcw.ca for more information.

(Statistics derived from (A Component of Statistics Canada Catalogue – Juristat Article- Measuring Violence Against Women: Statistical Trends; 2013); (Youth and Society: The Long and Winding Road, 3rd edition)

