

ACTIONS YOU CAN TAKE IF YOU ARE BEING SEXUALLY HARASSED

Internal Policies

- ▶ Organizations are legally required to prevent and rectify sexual and gender-based harassment.
- ▶ File a complaint in writing and ask for a written response.

Collective Agreements

- ▶ Many collective agreements include terms of the Ontario Human Rights Code (HRC).
- ▶ Contact your union for help as you may be able to file a grievance on alleged breaches of the HRC.

Occupational Health & Safety Act (OHSA)

- ▶ The OHSA recognizes any form of workplace harassment.
- ▶ Contact the Ontario Ministry of Labour for more information on recourse under the OHSA.

Other Administrative Bodies

- ▶ Administrative bodies (e.g. the Landlord and Tenant Board) have a responsibility to apply the HRC.
- ▶ You can file a claim with any administrative body authorized to consider questions of law.

Criminal Charges

- ▶ In some cases, sexual harassment is a crime (e.g. stalking, sexual assault, threats of assault).
- ▶ Contact your local police if you believe you are experiencing criminal harassment.

Human Rights Tribunal of Ontario

- ▶ Human rights applications can be filed within 1 year of the last incident of harassment.
- ▶ Contact the Human rights Legal Support Centre for assistance in filing an application.