**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.

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*Ontario Ministry of Labour: 1-800-531-5551  
Human Rights Legal Support Centre: 1-866-625-5179*