

## Workplace Harassment: Is It an Unseen issue?

It's become increasingly clear in the past few years, in the wake of the #MeToo movement, that workplace harassment is an issue that affects every industry.

**60**

% of Canadians have experienced some form of workplace harassment

**30**

% of Canadians have experienced sexual harassment in the workplace

**3**

% of Canadians have experienced sexual violence in the workplace

**However, 97% of CEOs don't think it's an issue - Why?**

**97%**



Sexual harassment claims are typically higher in male-dominated sectors:

- Policing
- Firefighting
- Mining
- The military
- Construction

Up to **75%** of reported sexual harassment incidents have resulted in some form of retaliation (Equal Employment Opportunity Commission)

In the majority of cases, the harassment or violence experienced occurred more than once.

41% of reported harassment cases resulted in inaction by management

50% of reported incidents remain unsolved

Between **87%** of **94%** of harassment incidents go unreported (Equal Employment Opportunity Commission)

## According to Psychology Today:

*[Victims fear] losing their job, fear they won't find another job, fear they will be passed over for a promotion, fear of losing their credibility, fear of being branded a troublemaker, fear of being blackballed in their industry, fear of their physical safety. [...]*

*many victims are frightened by the perpetrator's position of power and what he could do with it. Those who have reported sexual harassment or assault, especially by powerful men, have reported that they lost their jobs, and that their careers or reputations have been destroyed.*



**But our culture is changing, and people are beginning to feel safer reporting incidents.**

### Before #MeToo

2,200 founded sexual assault incidents are reported to police

59 police-reported sexual assaults per day

### After #MeToo

Over 2,400 founded sexual assault incidents are reported to police

74 police-reported sexual assaults per day

24% increase of police-reported sexual assaults in 2017

## Be part of the solution.

Develop a **Sexual Harassment Policy** and mandatory training in your workplace.

### Your organization should have:

- Harassment policies and programs
- Mechanisms for maintaining confidentiality
- Easily accessible complaint procedures
- Provisions for investigating incidents
- Information about how the results of the investigation will be provided to the alleged target and the alleged harasser
- Consistent accountability
- A leadership team committed to mitigating sexual harassment in the workplace
- Consistent training and retraining

Source: <https://www.hrpa.ca/Documents/Public/Thought-Leadership/Doing-Our-Duty.PDF>

<http://www12.esdc.gc.ca/sgpe-pmps/servlet/sgpp-pmps-pub?lang=eng&curjsp=p.5bd.2t.1.3ls@-eng.jsp&curactn=dwnld&pid=57720&did=5154>

<https://www150.statcan.gc.ca/n1/pub/11-627-m/11-627-m2018036-eng.htm>

<https://www.psychologytoday.com/ca/blog/the-compassion-chronicles/201711/why-dont-victims-sexual-harassment-come-forward-sooner>