

RENFREW COUNTY LEGAL CLINIC

Services Available Upon
Request:

- Public Legal Education Presentations
- Legal Information & Advice
- Information about other Services and Resources
- French Language Services

*We acknowledge the
financial support of the
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Canada

CONTACT US

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www.renfrewlegalclinic.org



Workplace
Sexual
Harassment

Awareness

Solutions

Prevention

WHAT IS SEXUAL HARASSMENT?

Any unwanted or unwelcome behaviour that is sexual in nature and impacts you negatively, including:

- unwelcome contact or closeness
- teasing/talk about sexual activities
- leering
- unwelcome demands for dates or requests for sexual favours
- spreading sexual rumours
- sexually offensive pictures or graffiti

It could be perpetrated by employers, supervisors, co-workers or clients/customers.

WHAT CAN I DO TO HELP PREVENT SEXUAL HARASSMENT?

Employers are responsible to ensure the workplace is free from sexual harassment. Preventative measures include:

- developing a clear policy about sexual harassment and violence
- providing training to employees and managers
- conducting regular workplace harassment and violence risk assessments
- reporting any incidents that are verified
- contacting the Renfrew County Legal Clinic for a presentation

WHAT DO I DO WHEN AN INCIDENT IS REPORTED?

- take the complaint seriously
- keep information confidential
- ensure the employee is protected from future harassment
- follow your anti-harassment policy
- offer information about available resources
- seek legal advice
- retain an independent third party to investigate in complex situations