

Sexual Harassment in the Workplace

SUMMARY

At BLG, our lawyers have expertise in **preventing** and **investigating** work-related sexual harassment incidents, and in **representing** our clients in such cases.

Our counsellors use their experience and comprehensive grasp of the **underlying legal and organizational issues** to help organizations manage the many issues arising out of sexual harassment in the workplace.

BLG's Labour and Employment Group offers the right advice on:

- **Prevention** – We can assist your team to identify risks specific to your sector, to adopt policies that take into account your reality.
- **Training** – We can offer interactive and tailored training for your employees; as well as training for executives pertaining to preventing and managing claims, as well as investigating claims.
- **Intervention** – We will help you analyze harassment complaints or reports, to determine whether the whole matter is admissible and what action you need to take.
- **Crisis Management** – When crisis situations arise, our vast network of contacts can assist you in providing the psychological and reputational support for the parties involved.
- **Investigations** – When the situation calls for an investigation, we will help you determine the appropriate person(s) (inside or outside your organization) to conduct the inquiry.
- **Implementing Recommendations** – After an investigation is concluded, we will help you come up with the best way to deal with triggering factors of harassment and implement concrete solutions.
- **Representation in Arbitrations and Lawsuits** – We are frequently retained to appear before different courts to represent the interests of organizations embroiled in disputes involving harassment allegations.

PUBLICATIONS & PRESENTATIONS

- [Significant Changes to the Act Respecting Labour Standards Now In Effect](#), June 2018
- [Time Limit for Filing a Complaint of Psychological Harassment Increased from 90 Days to Two Years](#), June 2018
- [Addressing Sexual Harassment in the Workplace](#), February 2018
- [Top 10 Legal Risks for Business in 2018](#), January 2018
- [Deconstructing Industry-Based Prejudices: Sexual Harassment in 2017](#), November 2017
- [The 2.0 Approach to Sexual Harassment](#), November 2017
- [Federal Government Unveils Enhanced Workplace Harassment and Workplace Violence Framework](#), November 2017
- [Harassment as an Independent Cause of Action](#), June 2017
- [Office Parties: Some Recommendations to Avoid Unwanted Consequences](#), December 2016

- [Sexual Violence And Harassment Act In Force In Ontario](#), October 2016
- [Sexual Violence and Harassment Act in Force in Ontario](#), June 2016
- [Employee seeks Provisional Order ahead of Harassment Hearing](#), May 2016
- [It's Never Okay: Ontario Government Releases an Action Plan to Combat Sexual Violence and Harassment](#), January 2016