

Addressing Sexual Harassment in the Workplace

Thursday, February 22, 2018

Human rights issues continue to be amongst the most common and tricky issues affecting employers today. The issue of sexual harassment was one of the top news stories of 2017 and continues to make headlines in 2018. It directly relates to a human rights issue in the workplace.

Sexual Harassment

While sexual harassment is unfortunately not a new issue facing employers, as a result of the news cycle we are experiencing an increase in the number of such complaints. We recommend that employers take the following proactive measures to address the issue of sexual harassment in the workplace:

- Review your existing policies and consider whether they are sufficiently robust and whether additional tools are necessary to assist those within your organization who have responsibility for implementing your sexual harassment policy;
- Ensure that your policy includes a complaint and investigation mechanism;
- Consider how the findings in an investigation will be communicated to the parties involved in an investigation;
- Train all employees on your policy on a regular basis;
- Ensure that your policy is readily available to employees by posting it on your company intranet, in your employee lounge and emailing employees a copy and reminding them where electronic versions of the policy are located.

For more detailed guidance, please see ["2.0 Approach to Sexual Harassment"](#).

##LBL_AUTHORS##

Calgary

Centennial Place, East Tower
520 3rd Avenue S.W.
Calgary, AB, Canada
T2P 0R3

T +1.403.232.9500
F +1.403.266.1395

Montréal

1000 De La Gauchetière Street West
Suite 900
Montréal, QC, Canada
H3B 5H4

T +1.514.954.2555
F +1.514.879.9015

Ottawa

World Exchange Plaza
100 Queen Street
Ottawa, ON, Canada
K1P 1J9

T +1.613.237.5160
F +1.613.230.8842

Toronto

Bay Adelaide Centre, East Tower
22 Adelaide Street West
Toronto, ON, Canada
M5H 4E3

T 416.367.6000
F 416.367.6749

Vancouver

1200 Waterfront Centre
200 Burrard Street
Vancouver, BC, Canada
V7X 1T2

T 604.687.5744
F 604.687.1415

The information contained herein is of a general nature and is not intended to constitute legal advice, a complete statement of the law, or an opinion on any subject. No one should act upon it or refrain from acting without a thorough examination of the law after the facts of a specific situation are considered. You are urged to consult your legal adviser in cases of specific questions or concerns. BLG does not warrant or guarantee the accuracy, currency or completeness of this publication. No part of this publication may be reproduced without prior written permission of Borden Ladner Gervais LLP. If this publication was sent to you by BLG and you do not wish to receive further publications from BLG, you may ask to remove your contact information from our mailing lists by emailing unsubscribe@blg.com or manage your subscription preferences at blg.com/MyPreferences. If you feel you have received this message in error please contact communications@blg.com. BLG's privacy policy for publications may be found at blg.com/en/privacy.

© 2019 Borden Ladner Gervais LLP. Borden Ladner Gervais LLP is an Ontario Limited Liability Partnership.