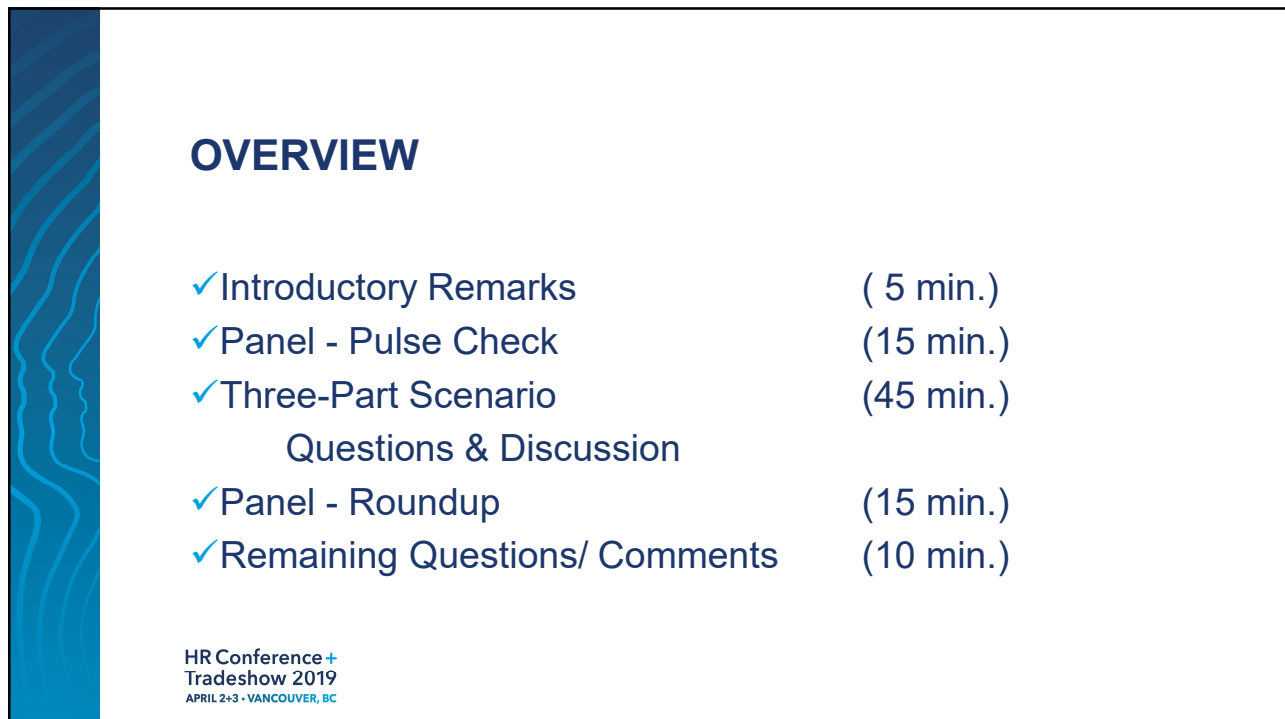




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Canadian Context

One-in-two women have experienced sexual harassment in the workplace

Nine-in-ten women say they use strategies at work to avoid sexual harassment

Two-thirds of Canadians say the #metoo campaign has impacted them personally

22% Federal public service respondents reported being subjected to violence or harassment in last 2 years

19% of women vs. 13% of men reported they had been harassed at work in past year

28% of Canadians reported being on receiving end of sexual harassment at work

72% of women who experience sexual harassment do not report it

Women report higher levels of workplace harassment than men

Sources: Angus Reid 2018, Federal Government Public Service Employee Survey 2017, General Social Survey on Canadians at Work and Home 2016

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PANEL – PULSE CHECK

Workplaces in a Post #MeToo World



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Scenario – Part 1

You are the VP of HR - you've been in the position for 6 months with ABC Corp.

You've heard rumblings that the culture in various pockets of the org is challenging and, in particular, unwelcoming to women and new immigrants.

Last week, Michael came to see you – he has overheard his colleague and head of customer relations, John, make remarks to one of John's staff, Mariam, that he considers both sexist and racist.

John's comments include references to the Hijab Mariam wears to work.

Michael says he's heard John ask Mariam what she's "got going under there" and whether her husband prefers her "au naturel".

Michael tells you that he doesn't want to make a complaint and get John "in trouble". He knows John can be vindictive to those who cross him.

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Scenario – Part 2

Several weeks later Mariam comes to your office. She tells you a very consistent version of events to what Michael has told you and more....

She says that John has a habit of standing very close to her, which she finds very uncomfortable. She also tells you that John has tried to get her to drink alcohol at company events, saying to her in front of others,

"C'mon Mariam, you're in Canada now, this is how we party".

As a religious observance, Mariam does not drink. She wants the behaviour to stop but does not want to make a complaint.

Mariam is afraid for her job - she alone financially supports her family which have recently arrived in Canada.

Mariam also tells you that she thinks John has behaved this way with others.

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Scenario – Part 3

ABC Corp. decides to conduct an investigation, which substantiates the allegations.

It also uncovers three other women who have been on the receiving end of similar behaviour by John. All of these women are new immigrants.

To your surprise, John has admitted to the allegations and says he meant nothing by his actions – he was just trying to be friendly.

John says he wants to make things right. He's deeply sorry and wants to apologize to Mariam and anyone else he has offended.

Meanwhile, Mariam has been off on sick leave for the past week.

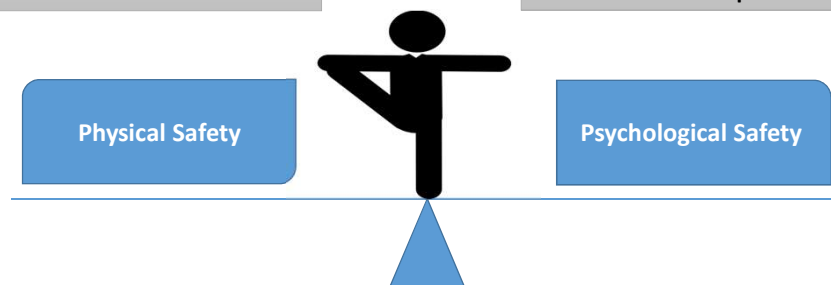
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Impacts to Organizational Effectiveness

Full-time workers spend approximately 60% of their waking hours at work.

71% of Canadians are concerned about psychological health and safety in their workplace.



70% reported their work experience impacted their mental health.

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Sources: Canadian Mental Health Association, Morneau Shepell

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Psychologically Safe Workplaces



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PANEL – ROUNDUP

FINAL THOUGHTS & QUESTIONS



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