

RISK ASSESSMENT

Workplace Sexual Harassment

Research shows that certain factors increase the risk of workplace sexual harassment:

- isolated worksites
- where there is a gender imbalance in management and supervisor roles
- work that is seen as “subservient” (often done by women, BIPOC, and migrant workers, such as domestic and hospitality work, service work, administrative support work, care work)
- where the work environment is male-dominated
- where there is a very competitive, uncivil, or macho culture
- where there is passive leadership
- where there has been past tolerance of sexual harassment ¹

Employers can take a preventative and proactive approach. The following are some ways that employers can reduce the risk of workplace sexual harassment:

- be aware of risk factors and regularly review worksites
- understand barriers to reporting
- train and support diverse people in all types and levels of work
- support leadership opportunities for underrepresented groups
- maintain current knowledge on workplace sexual harassment law and employers’ responsibilities
- use a risk assessment survey or other tools ²
- signal and model the culture you wish to see - change comes from the top

Employer resources are available online at:

<https://sharpworkplaces.org/resources/employer/>

¹ See, e.g. Baillien, Elfi, Inge Neyens, and Hans De Witte. “Organizational, team related and job related risk factors for bullying, violence and sexual harassment in the workplace: A qualitative study.” International Journal of Organisational Behaviour 13.2 (2008): 132-146, Cortina, Lilia M., and Maira A. Areguin. “Putting people down and pushing them out: Sexual harassment in the workplace.” Annual Review of Organizational Psychology and Organizational Behavior 8 (2021): 285-309.

² For an example of a risk assessment tool, see Gómez-González, Aitor, et al. ““Without support, victims do not report”: The Co-creation of a workplace sexual harassment risk assessment survey tool.” Gender, Work & Organization 30.4 (2023): 1354-1386.



NATIVE COURTWORKER
AND COUNSELLING ASSOCIATION OF BC



ENDING HARASSMENT IN THE WORKPLACE

Indigenous-led Forum on Sexual Harassment Prevention in Male Dominated Industries and Occupations. Presented by The Native Courtworker and Counselling Association of BC and funded by:



Ministère de la Justice
Canada

Department of Justice
Canada



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ENDING HARASSMENT IN THE WORKPLACE

Risk Assessment and Resource Guide



Culturally Safe Supports

Native Courtworker and Counselling Assoc. of B.C.

Contact form: <https://nccabc.ca/support/>
Find an office: <https://nccabc.ca/contact-us/>

Indian Residential School Survivors Society

24-hour crisis line: 1-800-721-0066
Website: <https://www.irsss.ca/>

Kuu-us Crisis Line

Adults: 250-723-4050
Youth: 250-723-2040
Toll-Free: 1-800-588-8717
Website: <https://www.kuu-uscrisisline.com/>

Community Elders

The term “Elder” is bestowed to an individual, by their community because of the spiritual and cultural knowledge that they hold. The term does not refer to one’s age, but rather the level of cultural and traditional knowledge they hold. ¹

Knowledge Keepers

The term “Knowledge Keeper” or “Traditional Knowledge Keeper” refers to someone who has been taught by an Elder or a senior Knowledge Keeper within their community. This person holds traditional knowledge and teachings, they have been taught how to care for these teachings and when it is and is not appropriate to share this knowledge with others.¹

¹ Definition from Office on Indigenous Initiatives, Queen’s University, online: <https://www.queensu.ca/indigenous/ways-knowing/elders-knowledge-keepers-and-cultural-advisors>

Getting Legal Help

CLAS Human Rights Clinic

provides free legal advice and representation for people who have experienced discrimination, including sexual harassment.
Website: <https://bchrc.net/>
Email: sharpworkplaces@clasbc.net
Phone: 604-622-1100 or 1-855-685-6222 (toll free)

Indigenous Community Legal Clinic

provides free legal advice and representation to Indigenous people who cannot afford a lawyer.
Website: <https://allard.ubc.ca/community-clinics/indigenous-community-legal-clinic/information-clients>
Email: iclc@allard.ubc.ca
Phone: 604 822 5421
Address: 148 Alexander St., Vancouver, BC

Povnet - Find an Advocate Tool

lists free legal advocacy services across BC for low-income people.
Online: <https://www.povnet.org/find-an-advocate>

Workers Advisors Office

offers free legal help with some WorkSafe BC issues.
Online: <https://www2.gov.bc.ca/gov/content/employment-business/employment-standards-advice/personal-injury-and-workplace-safety>

Victim Services

Third Party Reporting for Victims of Sexual Offences

Online: <https://www2.gov.bc.ca/gov/content/justice/criminal-justice/bcs-criminal-justice-system/>

[reporting-a-crime/victim-or-witness-to-crime/third-party-reporting-for-victims-of-sexual-offences](#)

Victim Services and Violence Against Women Program Directory

Online: <https://www2.gov.bc.ca/gov/content/justice/criminal-justice/bcs-criminal-justice-system/if-you-are-a-victim-of-a-crime/victim-of-crime/victim-services-directory>

Ally Resources

Amnesty International, “10 Ways to Be a Genuine Ally to Indigenous Communities.”

Online: <https://www.amnesty.org.au/10-ways-to-be-an-ally-to-indigenous-communities/>

Dr. Lynn Gehl, “Ally Bill of Responsibilities.”

Online: https://www.lynngehl.com/uploads/5/0/0/4/5004954/ally_bill_of_responsibilities_poster.pdf

Montreal Urban Aboriginal Community Strategy Network, “Indigenous Ally Toolkit.”

Online: https://reseauumtlnetwork.com/wp-content/uploads/2022/12/Ally_March.pdf

Indigenous and Gender Rights Information

Reclaiming Power and Place: The Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls

Online: <https://www.mmiwg-ffada.ca/final-report/>

Truth and Reconciliation Commission: Calls to Action

Truth and Reconciliation Commission

of Canada.

Online: https://publications.gc.ca/collections/collection_2015/trc/IR4-8-2015-eng.pdf

National Centre for Truth and Reconciliation Reports (contains multiple items)

Online: <https://nctr.ca/records/reports/>

Out of Sight, Out of Mind: Gender, Indigenous Rights and Energy Development in Northeast British Columbia, Canada

Amnesty International.
Online: <https://www.amnestyusa.org/reports/out-of-sight-out-of-mind/>

The Toxic Culture of the RCMP: Misogyny, Racism, and Violence Against Women in Canada’s National Police Force

Canadian Feminist Alliance for International Action
Online: https://fafia-afai.org/wp-content/uploads/2022/05/FAFIA RCMP_REPORT.pdf

Expanding our Vision: Cultural Equality and Indigenous Peoples’ Human Rights

Ardith Walpetko We’dalx Walkem, QC, for the British Columbia Human Rights Tribunal.

Online: <http://www.bchrt.gov.bc.ca/indigenous/expand.htm>

Women’s Right to be Safe

Native Courtworker and Counselling Association of BC.
Online: <https://nccabc.ca/womens-safety/#womens-right-to-be-safe>

Indigenous Law Information

Indigenous Law Research Unit, University of Victoria
Resources: <https://ilru.ca/resources-2/>

Gender Inside Indigenous Law Toolkit

Online: <https://ilru.ca/wp-content/uploads/2020/08/Gender-Inside-Indigenous-Law-Toolkit-January-2019.pdf>

Gender Inside Indigenous Law Casebook

Online: <https://ilru.ca/wp-content/uploads/2020/08/Gender-Inside-Indigenous-Law-Casebook-October-2017.pdf>

Human Rights Tribunals and Cases

British Columbia Human Rights Tribunal

Online: <http://www.bchrt.bc.ca/>

Canadian Human Rights Commission

Online: <https://www.chrc-ccdp.gc.ca/en>

Workers’ Compensation and Occupational Health and Safety

Worksafe BC: Report an Injury (all workers)

Online: <https://www.worksafebc.com/en/claims/report-workplace-injury-illness>

Worksafe BC: Prevention Services (Provincial)

Online <https://www.worksafebc.com/en/contact-us/departments->

[and-services/health-safety-prevention](#)

Employees: File a Notice of Occurrence of Workplace Harassment (Federal)

Online: <https://www.canada.ca/en/employment-social-development/programs/workplace-health-safety/harassment-violence-complaint.html>

Sexual Harassment Resources for Employers

SHARP Workplaces: Resources for employers (including draft policies)

Online: <https://sharpworkplaces.org/resources/employer/>

WorkSafe BC: Bullying and Harassment (multiple resources)

Online: <https://www.worksafebc.com/en/health-safety/hazards-exposures/bullying-harassment>

Guidelines on the Workplace Harassment and Violence Prevention Regulations(Federal)

Online: <https://www.canada.ca/en/employment-social-development/programs/laws-regulations/labour/interpretations-policies/104-harassment-violence-prevention.html>

Requirements for Employers to Prevent Harassment and Violence (Federal)

Online: <https://www.canada.ca/en/employment-social-development/programs/workplace-health-safety/harassment-violence-prevention.html>

Materials and links current as of date of preparation (February, 2024)