

HARASSMENT AND WORKPLACE VIOLENCE BILL OF RIGHTS

The employer has the right to

1. Identify any incidents of workplace harassment or violence.
2. Investigate any incidents or complaints brought to their attention.
3. Create appropriate processes and procedures to protect the safety of complainants and respondents.
4. Create and implement appropriate investigative processes and reporting processes.
5. Identify the need for an external investigator.
6. Redact identifying features or sensitive information in the investigation report when provided to the complainant or respondent.
7. Determine appropriate action to be taken as a result of an investigation.

The complainant has the right to

1. Be able to complain informally or formally.
2. Be presumed truthful.
3. Be provided with immediate assistance or intervention as required.

The respondent has the right to

1. Be informed as soon as practical that there is an investigation.
2. Be presumed innocent.
3. Be informed of the specific allegations in writing.
4. Be given time to consider the allegations before responding.
5. Be provided with immediate assistance or intervention as required.

Shared rights

The complainant and respondent both have the right to:

1. Know and understand the methods used to investigate the complaint.
2. Have the complaint investigated by a competent investigator.
3. Be informed of the entire investigation process.
4. Be reasonably consulted when selecting an investigator.
5. Be kept informed of the progress of the investigation.
6. Be heard and present their evidence.
7. Be provided with the opportunity to reply to evidence.
8. Have a support person with them while being interviewed.
9. Have their psychological and personal safety protected.
10. Be provided with a written copy of the investigation results.