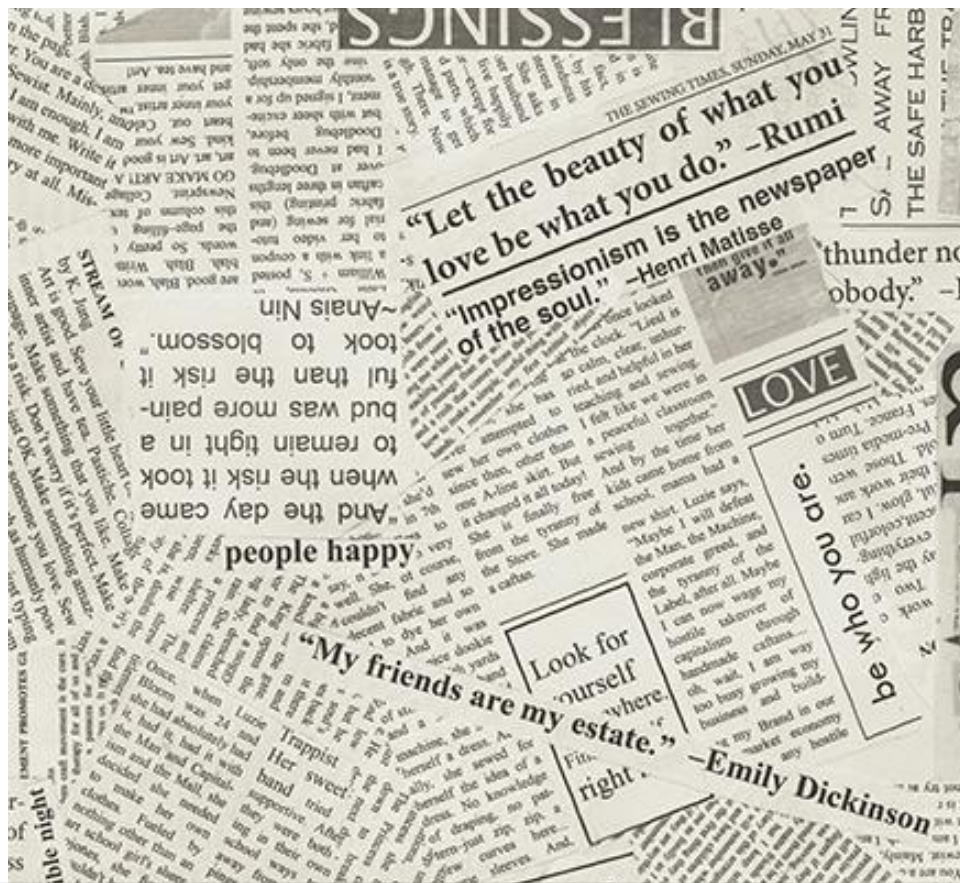


# April 2023 Environmental Scan

A dark green, solid-colored shape that starts from the bottom left and extends diagonally upwards to the right, covering the bottom right portion of the slide.

## In the news

- Ontario MPP under investigation for workplace misconduct
- Langley lawyer suspended for six weeks
- AI chatbots and the workplace



# B.C. Mountie takes RCMP to court over dismissal of harassment complaint

A eight-year veteran of the RCMP is challenging the Mounties in federal court.

In a court filing, Const. Nicole Patapoff claims she was harassed and the case mishandled by the RCMP's Independent Centre for Harassment Resolution, an agency that is supposed to promote positive change, especially for female members.

In the court filing, Patapoff references her annual firearms qualification training.

During the training, she alleges her line officer told her "to go home, get a bottle of Windex, and get into her kitchen and bathroom and just start cleaning" to strengthen her trigger finger.

She claims the officer followed her outside, commenting, "I didn't even recognize you", "Wow," and "I love your hair."

Patapoff's complaint to the RCMP's Independent Centre for Harassment Resolution wasn't investigated for 10 months.

It then deemed the incident wasn't harassment, just a poor choice of words, and that no harm was intended.

# Canada: Findings from Workplace Investigation Not Defamatory, Says Court of Appeal for Ontario

The Court of Appeal in *Safavi-Naini v. Rubin Thomlinson LLP*, 2023 ONCA 86, upheld the dismissal of a defamation action under section 137.1 of the Ontario Courts of Justice Act (the “CJA”).

The Court’s decision provides interpretive guidance on when workplace investigations will be considered “matters of public interest” that may be protected by the anti-SLAPP provisions of the CJA, and when an investigator’s report may be subject to legal privilege.

## Background Facts

In 2018, the Northern Ontario School of Medicine (“NOSM”) learned of allegations of workplace harassment and sexual harassment raised by Dr. Anahita Safavi-Naini (the “Appellant”) who was, at the time of her complaint, a medical resident. The complaint named two respondents: Drs. SG and SS, both of whom were affiliated with NOSM when the inappropriate conduct had allegedly occurred.

NOSM retained the law firm of Rubin Thomlinson LLP to investigate the Appellant’s allegations. Katherine Montpetit (the “Investigator”), a lawyer at the firm with expertise in sexual violence and sexual harassment investigations, was assigned to conduct the investigation.

Before the investigation began, the Appellant issued a press release that publicized her allegations against Drs. SG and SS.

# Workplace claims related to violence increased by 25% in the past five years: WorkSafeBC

WorkSafeBC is calling on employers to improve their violence-prevention strategies after new data revealed a 25-per-cent increase in workplace claims related to violence in the past five years.

In a report published Friday, the workers' compensation insurer says they counted 2,868 accepted workplace violence claims in 2022, 25 per cent more than the 2,292 accepted in 2018.

The report also lays out the top 10 sectors that recorded the most incidents of violence, with the majority of claims coming from the health-care and social services sector.

Barry Nakahara, senior manager of prevention field services at WorkSafeBC, says risk of violence is an unfortunate reality in some workplaces, and he is urging employers to mitigate those risks as much as possible.

With violence in health care rising, B.C. announces new protection service staff for high-risk facilities  
WorkSafeBC defines violence as "the attempted or actual exercise by a person, other than a worker, of any physical force so as to cause injury to a worker."

This includes "any threatening statement or behaviour which gives a worker reasonable cause to believe that the worker is at risk of injury."

# Michael Mantha removed from Ontario NDP caucus amid workplace investigation

The leader of Ontario's new democrats says she's removed long-time party member Michael Mantha from caucus amid an independent investigation into alleged workplace misconduct.

Marit Stiles announced the move in a release issued Saturday, but said she could not share further details in order to protect the privacy of the complainant.

A high-ranking NDP source who was not able to discuss the matter publicly says that when Stiles took over as leader and was briefed on the situation, she asked Mantha to take a leave.

The source says the investigation is ongoing, but based on the information gathered so far, Stiles informed Mantha on Friday that she was removing him from caucus.

Mantha has served as an NDP MPP since first being elected in 2011 to represent the northern Ontario riding of Algoma-Manitoulin.

He most recently served as the party's mining and natural resources critic until March 29, when his critic portfolio was reduced to mining alone, a position he no longer holds with his departure from the caucus.

# Ontario MPP under investigation for workplace misconduct

The Ontario New Democratic Party (NDP) has launched a third-party investigation into the alleged workplace misconduct of a member of the parliament.

Ontario NDP leader Marit Stiles announced that she was removing Michael Mantha, Algoma-Manitoulin MPP, from the party's caucus.

"I take my responsibility to create a safe workplace seriously," Stiles said.

Not much detail around the alleged misconduct is publicly available, but it is related to an alleged inappropriate relationship with a staffer, according to a Global News report.

Three quarters of employees say they've had a romantic relationship with a colleague, and 59% say they've had sex with a colleague, according to a previous survey.

HRD previously wrote a piece on how to create a policy for office romances.

The allegations first came to Stiles' attention when she assumed leadership of the party earlier this year, Global News reported, citing senior party sources. She immediately launched an investigation into the allegations of misconduct when she received an interim summary.

# Ajax council supports penalties for harassment and abuse from elected officials

Ajax council is joining other municipalities asking that elected officials be held accountable when it comes to harassment and workplace abuse.

Council passed a motion at its March meeting in support of Bill 5, the Stopping Harassment and Abuse by Local Leaders Act.

There is currently no process to remove an elected official from municipal office in Ontario, even in cases of confirmed workplace harassment or abuse.

Jenn Morton of advocacy network Women of Ontario Say No, explained to council this bill is the result of two integrity commissioner reports in 2019 that found an Ottawa city councillor had harassed multiple women. Morton said the councillor was “able to keep his job and still eligible to seek re-election” and the only penalty was 90 days’ suspension with no pay.

“In any other workplace in Ontario where there’s legislated workplace harassment and violence policies, these people would be fired,” Morton said. “However under the current process with the municipal act, it actually protects these offenders.”

Specifically, the act would require all elected officials to comply with the workplace violence and harassment policies of the municipality they represent. The member could be forced to vacate their seat, and would not be able to seek re-election in any resulting byelection.



# Head of Canadian Museum of History looks to move past a tumultuous few years

GATINEAU, QUE. -- Caroline Dromaguet first started working at the Canadian Museum of History as a summer guide, where as a student she fell in love with the world of museums.

Over the years she saw the exhibits change, with her life experience changing, too.

The museum is where she got her first "grown-up job," and 25 years later, she has climbed to the top.

In December she was appointed president and CEO of the Canadian Museum of History Corp., a federal Crown corporation responsible for both the history museum in Gatineau, Que., and the Canadian War Museum on the Ottawa side of the river, after serving as interim CEO for two years.

5 Things to Know newsletter: Sign up to start your day with the biggest stories

"I just feel extremely lucky," Dromaguet said in a recent interview with The Canadian Press, describing her appointment as "quite unexpected."

Her predecessor, Mark O'Neill, resigned in 2021 following allegations of workplace harassment. He had been on medical leave since the summer of 2020, when an independent investigation was launched.

# Six strategies to use to make your workplace more livable

Your boss is a bully (read: manipulator, control freak, tyrant, power junkie, obnoxious jerk). No matter how hard you work, you always do something wrong. No matter how many hours of unpaid overtime you put in, it isn't enough.

Your boss demeans you in front of your colleagues and then laughs it off as a “joke.” She belittles your work under the guise of “constructive criticism.” When you attempt to bring the subject up, the leadership team circles the wagons, leaving you feeling stranded. You are filled with stress and anxiety, and your work life is almost unbearable.

What can you do?

Well, short of telling the boss to stuff it and heading off on a yacht for that well-deserved round-the-world tour (of course, if you're in the financial position to be able to do that, you probably don't have to worry a boss), there are some tactics and strategies to make your workplace more livable. You may not be able to change your boss, but you can change how you respond to their bullying behaviour.

# Northern Ontario MPP 'baffled' by 'workplace misconduct' allegations

A northern Ontario MPP being investigated for "workplace misconduct" says he was "baffled" when he first heard the allegations.

Earlier this month, Michael Mantha was removed from the New Democrat caucus at Queen's Park while the party investigates allegations against the MPP for Algoma-Manitoulin.

In an interview with CBC News, he said little else about the investigation other than being surprised by the accusations.

"The discussions are happening between the caucus, along with HR, along with the complainant, along with myself," said Mantha.

"And hopefully it'll wrap up soon so everybody can move on."

Mantha said his unionized office staff have been ordered off the job during the investigation and that he plans to "re-hire" them once it has concluded.

But for now, it means he's trying to run his office by himself.

"I'm the MPP, a one-man show right now, and I know that my staff want to come back to work and they're quite excited about coming back to work. However, it's a process. Hopefully it doesn't get delayed any further and they're back to work fairly quickly," he said.

# Workplace violence: Understanding legal obligations and provincial mandates

When it comes to legal obligations in stamping out workplace harassment and violence, employers need to have a nuanced understanding of provincial employment laws. According to a recent report from WorkSafeBC, claims from workplace violence have increased by 25% between 2013 and 2022 – with the majority of those claims involving the health care sector and their teams.

Patrick Essiminy, Head of the Montréal Employment and Labour Group at Stikeman Elliott LLP, tells HRD that obligations when it comes to suspecting, investigating, and eradicating abuse and harassment are manifold.

“Every employee has a right to a work environment free from harassment including psychological harassment,” he says. “This means employers must prevent any harassment through reasonable measures. Employers also have to put a stop to harassment when the situation is brought to their attention.

“This suggest that there’s a requirement for an effective internal procedure available to the employees and that the employer has the responsibility to take appropriate steps and impose necessary sanctions.”

Essiminy says it’s essential that employers understand that any negligence on their side, including turning a blind eye, will incur liability. And this all begins with crafting and implementing a watertight policy.

# The call to action: how to address a bullying and harassment allegation

In a previous article, I outlined the importance of a concerted approach to workplace bullying and harassment (B&H), as well as the legal and the business cases for proactively addressing it.

While prevention is key, we also need to be prepared to address B&H if and when it takes place in our workplaces.

In British Columbia, part of the mandate on employers under the Workers Compensation Act (the Act) and the Occupational Health and Safety Regulation (the Regulation) is prevention. However, employers are also obliged to investigate and address B&H if and when it takes place in the workplace. In fact, owners, employers, supervisors and employees all have dovetailing obligations to prevent B&H and, essentially, to report and mitigate the impacts of B&H in the workplace when it arises. This is also the case in terms of workplace discrimination contrary to the BC Human Rights Code.

In this article, I will focus on how we can respond to B&H if and when it comes up. The policy First, it is critical (and legally mandated) that all BC employers have a B&H policy. This has been a longstanding requirement from WorkSafeBC since 2013. These policies go by many names, such as a “Respectful Workplace Policy,” but they need to specifically address B&H in the workplace in order to meet the legal requirements.

The policy will define the prohibited conduct, each workers’ obligations and rights not to be exposed to or engage in B&H, and empower each individual take action if they observe or experience B&H.

# Vancouver police to implement recommendations from Const. Nicole Chan inquest

The Vancouver Police Department says it is committed to implementing eight recommendations from a coroner's inquest related to the suicide of one of its constables — Nicole Chan, who died in 2019 while on stress leave from her job.

In January of this year, a coroner's jury heard that Chan's suicide stemmed from mental health issues associated with relationships with two male co-workers, including then-Sgt. David Van Patten, who "manipulated or coerced" her into having sex.

Chan, 30, died on Jan. 27, 2019, after committing suicide in her Olympic Village apartment.

The jury made 12 recommendations: one addressed to the Minister of Health, three to the Vancouver General Hospital access and assessment centre, and eight to Vancouver Police Chief Adam Palmer.

A report that goes before the Vancouver Police Board Thursday provided a response to the recommendations related to the department, including the cost of implementing them: \$433,000 to \$543,000 total.

# NIAGARA COUNCILLOR WANTS STRICTER POLICY IN PLACE FOR ELECTED OFFICIALS ACTING POORLY

A Regional Councillor wants a stricter policy in place to remove elected officials who are violating workplace harassment and violence policies.

Pelham Regional Councillor Diana Huson will bring the motion to Niagara Council on Thursday night that would also bar offenders from running in the next election to fill the seat.

"It's a motion for Regional Council to support Bill 5, which is a private member's bill. It's to recognize that in this day and age, all workplaces are required to have workplace violence and harassment policies, and employees are protected by that. There's been instances of councillors not on their best behaviour and that's a nice way of putting it, who don't seem to be subject to the same penalties that an employee of the Region would."

40 municipalities have expressed their support for the bill.

"Let's throw Niagara's name behind it. We need to embrace and commit to accountability."

Ontario would have to amend the Municipal Act before the change would become law.

The most severe penalty a Regional Councillor can face is 90 days without pay, be asked to apologize, and lose seats on various committees.

# Langley lawyer in ‘creepy uncle’ routine with female employees suspended for six weeks

A partner in a Langley law firm who admitted he sexually harassed two female subordinates when he engaged in what he called his “creepy uncle routine” has been suspended for six weeks.

The admissions of Scott Thomas Johnston, a lawyer at CBM Lawyers LLP, were outlined in a recent decision of a panel of the Law Society of B.C. tribunal hearing division.

During an event put on by the firm at a Vancouver restaurant on June 20, 2020, Johnston performed what he termed his “creepy uncle routine” with a female associate lawyer he had been mentoring. About 40 of the 50 staff and lawyers who worked at the firm were attending the event.

At the restaurant, Johnston peered from around a corner, staring with a “creepy” expression on his face and appeared at the associate lawyer’s table four times during the event.

Johnston, who had been drinking and felt his routine was humorous, at one point held her close, by the arm, and touched her stomach with his other hand.

He told her that he thought they would make a really good baby together and that she would not have to worry about anything.



# What counts as workplace bullying?

Employers must try to protect staff from bullying in the workplace, but sometimes it is hard to know what to do about the problem.

Dominic Raab has resigned as Deputy Prime Minister after a report investigating bullying allegations against him was handed to the prime minister.

But how do you know you're being bullied at work, and what can you do about it?

What is bullying in the workplace?

The UK government defines it as "behaviour that makes someone feel intimidated or offended".

Dispute resolution service Acas says that bullying behaviour can be "malicious or insulting", or an abuse of power that "undermines, humiliates, or causes physical or emotional harm to someone".

It can be regular or a one-off, happen in person or online, it can be at work or at a work-related event such as a party, and it may not be obvious.

Bullying can range from being very direct, such as verbal or physical abuse, to being subtle, such as excluding people and isolating them.

# Former premier says workplaces should be free from harassment

Years spent at Queen's Park has informed former premier Kathleen Wynne about the haranguing of elected officials by other elected officials.

And there has been instances of similar behaviour at the municipal level.

Wynne has been travelling the province to introduce municipal councillors to Bill 5, the proposed Stopping Harassment and Abuse by Local Leaders Act. The legislation was prompted by the behaviour of councillors in communities throughout Ontario, she told Orangeville's council on Apr. 17.

"This is not anything that is relegated just to councillors," she said. "But the concern is that there's not enough accountability structure in place for elected municipal officials."

Wynne appeared before council on behalf of a group called Women of Ontario Say No. It's a collective concerned about behaviours that undermine civil society, faith in democratically elected officials, and society's institutions.

After a 22-year career in politics, Wynne said she believes elected officials need to hold themselves to a higher standard than the rest of the population.

# Prioritizing workplace mental health with needed training and solutions

Did you know one in four Canadians experience a mental health illness or a mental health issue? To help raise awareness May 1 to 7 has been declared mental health week in Canada.

Certainly, awareness of those living with mental issues is critically important, among other things it helps reduce the associated stigma that so many experience. However, we need to get beyond awareness, and just talking about mental health. It's also a time to act.

In our workplaces workers also need action for more than a week or even the month set aside in the U.S., workers need and deserve action every day.

At Workers Health & Safety Centre (WHSC) we are focused on prevention, helping workplaces address the working conditions that cause mental injuries through quality training. Training workers on coping mechanisms, employers on necessary accommodations, or worker representatives on mental health first aid is not enough. We need to create healthy work from the start. WHSC Workplace Mental Health Training programs provide the necessary training to meet legal obligations and support creating psychologically safe and healthy workplaces.

For May and June, we're offering 60 per cent off all our Workplace Mental Health Training programs. To access this reduced rate, you need only enter our discount code EB2023 when completing your purchase. This discount can be used for an unlimited number of training seats.

# Headversity acquires Respect Group with goal of improving workplace culture

Two of Calgary's most influential workforce training companies have joined forces in the hopes of reaching more people and improving workplace culture.

Headversity has acquired Respect Group Incorporated — owned by former NHLer Sheldon Kennedy and Wayne McNeil — earlier this year, adding its inclusion to their preventative assistance platform.

Ryan Todd, CEO of headversity, said he has known Kennedy and McNeil for a number of years and admired their mission. He saw a lot of synergies between the two companies, which made for a good fit.

“We have always seen these two worlds of diversity, equity, inclusion and belonging ... and mental health coming together,” he said. “We felt strongly that if we could make this a part of our offering, we could continue to be the leader in both mental health and diversity, equity and inclusion as well.”

The deal was completed in January. They went public with the move last week as they have worked on bringing the two companies together.

# MPP Mantha rehires staffers, plans for reelection as workplace harassment investigation continues

The "Mantharays" are sticking around.

Algoma—Manitoulin MPP Michael Mantha has hired back the team of staff who worked for him before his expulsion from the Ontario NDP caucus at beginning of the month over alleged "workplace misconduct" that the party's investigating.

Two of the "Mantharays," as the MPP referred to the team of three in an Instagram post, have worked for the MPP for most of his almost 12 years as a provincial representative, he told The Trillium on Monday.

Mantha and the NDP have each kept many details of the allegations and the investigation quiet to protect the complainant's privacy.

But Mantha said he has no plans to fade out of politics. Much the opposite, in fact. Talking in broad strokes about his situation, he said "We are all served with destinies in our lives and we're all faced with challenges."

"And this is one which has demonstrated to me that there is more improvement that I can do as an individual," he added. "I will grow. I will become a better person, a better father, (and) a better community member."

Mantha has said he will be co-operating with the NDP's investigation. He wasn't able to provide an indication on Monday of how long it may take. In the meantime, he said he'll continue working on behalf of his constituents in Algoma—Manitoulin and toward the possibility of seeking a fourth re-election in 2026.

# Ontario's Big City Mayors Hold AGM & Conference, Meet with Ministers on Key Municipal Priorities

## Municipal Codes of Conduct

Everyone deserves a safe and respectful workplace. At the conference OBCM passed a motion to improve municipal codes of conduct to account for workplace safety and harassment. OBCM supports the Association of Municipalities of Ontario (AMO) call for the province to introduce legislation to strengthen municipal codes of conduct along with MPP Stephen Blais' Private Members Bill 5, Stopping Harassment and Abuse by Local Leaders Act, 2022.

# Walk raises awareness of workplace health and safety

There's strength in numbers, but there's also empathy, encouragement and shared passion for a cause.

When it comes to Steps for Life – Walking for Families of Workplace Tragedy, which runs April 29, the empathy and encouragement are for those who've experienced a work-related death or injury. The shared passion is for the cause of prevention.

In a news release, Steps for Life said communities across Canada, including Sudbury, will “tap into that strength, raising awareness of health and safety and funds to support families affected by work-related fatality, life-altering injury, or occupational disease.”

In Sudbury, the spokesperson for Steps for Life is Briana Fram. Her brother Jordan died in an underground mining accident when he was buried by an uncontrolled release of muck several years ago.

"Being the spokesperson for the Sudbury Steps for Life Walk is a way for me to honour my brother's life, and to share my family and friend's collective experience of living our lives in the aftermath of tragedy," Fram said in the news release. "My hope in sharing this story is to have others work safer and be there for others who have unfortunately shared similar tragedies."

# AI Chatbots And The Workplace: Risks And Best Practices For Employers

Consumer AI services like chatGPT, Bing and Bard are chatbot-like tools that use language processing models based on AI technology to answer questions. In recent months, these tools have exploded in popularity, being typically free, easy to access through a browser, user-friendly—and in many cases quite impressive in what they can produce in response to question prompts.

The popularity of these tools as well as their early stage of development and recent nascent regulatory action have raised a number of concerns about how employees may use these tools in the workplace. The concerns range from confidentiality and privacy to accuracy, workplace harassment and work product ownership.

We set out below key considerations for employers in creating guidance on the use of these services in the workplace.

## What you need to know

Employers should determine whether to permit any use of consumer AI services for business purposes and communicate with employees about this policy.

Where some use is permitted, internal guidance should focus on:

Education about the risks to individuals and the organization

Integration with existing workplace policies

Organizational and technological compliance controls

Impact on workplace complaints and investigative processes

Businesses should be prepared to regularly update internal guidance on the use of consumer AI services as the regulatory landscape continues to rapidly evolve.



# Aggressive vs assertive: When does strong leadership blur into bullying?

Earlier this month, Dominic Raab, Deputy Prime Minister of the United Kingdom, stepped down from his post after allegations of bullying emerged from Downing Street. An independent report found that two complaints against the senior politician had been upheld – adding that Raab had "acted in a way which was intimidating".

Raab, however, fought back – calling the inquiry “flawed” and accusing a group of civil servants of wanting to oust him.

In a resignation letter, posted on Twitter, Raab apologized for “any unintended stress” colleagues felt as a “result of the pace, standards and challenge” of that particular working environment – warning that “the threshold for bullying is so low, this inquiry has set a dangerous precedent”.

That precedent, it seems, is the line between being an assertive leader and being branded a bully, raising some uncomfortable questions for employers. When does assertive leadership stray into bullying tendencies? How can a leader ensure a job is done effectively without coming across as aggressive?

Is it a case of “Keep Calm and Carry On” – or do employers need to take more responsibility in providing a harassment-free environment?

# County council looks at 'desperately needed' anti-harassment bill

Simcoe County councillors are joining in the chorus of fellow municipal voices in an effort to put a stop to harassment and abuse in public office.

Springwater Township Mayor Jennifer Coughlin, who also serves as the county's deputy warden, introduced a motion during the county's committee of the whole meeting this week related to the Stopping Harassment and Abuse by Local Leaders bill.

Bill 5 amends Municipal Act 2001, the City of Toronto Act 2006 and requires the code of conduct for municipal councillors and members of local boards by requiring them to comply with workplace violence and harassment policies.

The amendments also allow municipalities and local boards to direct the integrity commissioner to apply to the court to vacate a member's seat if the commissioner's inquiry determines the member has contravened the code of conduct by violating those policies.

Midland Mayor Bill Gordon said the item will be discussed at an upcoming meeting with his local council and he plans to ask his colleagues there to endorse the motion for what he said are "desperately needed changes."

"It's unfortunate that it's a very small minority that brings everything we do into disrepute, but that's all the more reason why we need to ensure there are efficient controls in place to deal with those minority issues so they don't infect the rest of this process and parliamentary procedure," Gordon said. "I wholeheartedly support this."

# Uncovering the Truth: Workplace Investigations 101

Workplace investigations are a necessary and important process for employers and employees alike. Whether it's allegations of workplace harassment, misconduct, or violations of company policies, conducting a thorough and fair investigation is essential.

In this blog post, we'll cover everything you need to know about workplace investigations, from the investigation process to employment law and the duty to investigate. We'll also explore the importance of trauma-informed investigations, human resource professionals' role in investigations, and the significance of maintaining a code of conduct in the workplace.

# AFN executive committee to recommend national chief's removal

The Assembly of First Nations' executive committee passed a resolution on Friday to recommend chiefs-in-assembly remove RoseAnne Archibald as national chief at their next meeting, CBC News has learned.

The resolution states a human resources investigation into Archibald's conduct found she breached the national organization's harassment and whistleblower policy, along with its code of conduct and ethics, according to multiple sources who were at the meeting and a copy of the resolution shared with CBC News.

CBC has not independently verified the contents of the reports from the investigation.

"The AFN executive committee is out of line and their motion is completely unnecessary as 75% of First Nations-in-Assembly overwhelmingly endorsed my leadership and approach to create more transparency and accountability at the AFN," Archibald responded to the executive committee's resolution in a statement from her press secretary, Andrew St. Germain, to CBC News.

"Resolution 3/2022 is very clear that it's the First Nations-in-Assembly who are to receive and consider the report, not the AFN executive committee, who are yet again overstepping their authority. Once the report is shared publicly, everyone will know the truth."

# Between the Motions: AMS Council defers sexual violence and workplace conduct policy revisions

At its final meeting of the year, AMS Council voted to defer revisions of the society's respectful workplace and sexualized violence policies, extending a two-year review following student criticism.

On the agenda were two revised policies for Council approval — PC1, which outlines respectful workplace conduct, and PC2, which includes internal procedures for disclosing and responding to sexual misconduct.

Both policies apply to all AMS members, clubs, non-student staff and subsidiaries.

The policies have been under review since September 2021 and were both passed in 2019 with a requirement for review every two years.

In December 2022, AMS President Eshana Bhangu said the AMS was working on making the policies more accessible for students and ensuring they were legally sound as they affect AMS employees.

Bhangu also hoped the revised policies would be approved by the middle of term — but it took until last night for drafts to be presented to Council for approval.

# When employers reward ‘ideal’ workers, gender equality suffers

UK deputy prime minister Dominic Raab recently resigned following the publication of a report into workplace complaints about his conduct, including bullying allegations. But this element of his behaviour wasn't the only concerning workplace problem highlighted by the report.

It also detailed how, seemingly unencumbered by responsibilities outside work, his working hours ran from 7:30am until 10pm, Monday to Thursday, while Fridays were spent on constituency business, usually followed by extensive work on weekends.

When organisations or leaders support such working practices – either by working long hours themselves or rewarding those that do – it can deepen inequality in the workplace. Setting an expectation that it's OK (or even necessary) to work beyond your contracted hours disadvantages those that need more flexibility, such as carers, who are typically women.

Unfortunately, long hours are essentially a requirement for promotion in many managerial and professional jobs. Such working practices accord with the very values that led to the emergence of modern capitalism and the creation of the concept of the “ideal worker”, as argued by sociologist Max Weber. It's hardly surprising, then, that many organisations value and require long hours, even if they are inefficient.

But long working hours undermine health, raising the risks of cardiovascular disease, chronic fatigue, stress, depression, sleep quality, self-perceived health, use of alcohol and cigarettes, and a host of other conditions and problems. Inefficiently long hours could also contribute to low productivity, as well as promoting gender inequality at work and in the home.