

April 2024 Environmental Scan



White men who have been bullied are more likely to be workplace allies, report says

Most workplaces, despite a historic diversity, equity, and inclusion push, are still rife with racial and gender bias. For evidence, look to the macro landscape: Just 1.6% of Fortune 500 CEOs are Black—and that’s a record high.

To take one example from a recent Indeed survey, 35% of Black workers said they “code switch” at work, which means they change their language, tone, or personal style to fit into dominant office culture. Just 12% of white workers said the same.

As always, the onus on achieving equity at work relies on those with the most privilege. And within and beyond the walls of the office, no one in America has more systemic privilege than white cisgender men.

That’s what makes the findings of a recent entry in the American Journal of Sociology so critical. The report, written by Erin A. Cech, Ph.D., an associate sociology professor at the University of Michigan–Ann Arbor, finds that white men who have been harassed, bullied, or even physically intimidated in the past are more likely to both recognize and report other instances of bias at work than white men who haven’t been harassed.

All About 'Quiet on Set' and the Allegations Against Dan Schneider

After the mid-March premiere of Investigation Discovery's docuseries, *Quiet on Set: The Dark Side of Kids TV*, audiences got a behind-the-scenes look at the grim side of Nickelodeon, and how the network lost its glossy orange veneer. The series, which has been watched by more than 16 million viewers and set streaming records on Max, explores allegations of "discriminatory behavior" against Dan Schneider — the creator behind beloved series like *The Amanda Show*, *Zoey 101*, *Drake & Josh*, *iCarly*, and *Victorious* — plus allegations of abuse against former dialogue coach Brian Peck.

Quiet on Set opens with a disclaimer: "I will warn you, if you were a child of the '90s, this is going to ruin that for you." In response to the series, Nickelodeon subsequently released a statement saying that it "investigates all formal complaints" and has "adopted numerous safeguards over the years," but added that it "cannot corroborate or negate allegations of behaviors from productions decades ago."

Initially, the four-episode series set out to detail everything that went on behind the scenes at Nickelodeon under Schneider's tenure, but an additional episode is set to air on Apr. 7 after critics and fans reacted to the initial reports of abuse and harassment towards child stars. Here's everything you need to know before the new episode airs on Max.

Are Workplaces Inherently Toxic?

When Sara Fung was hired as a clinical nurse specialist at a hospital near Toronto, she thought she was starting her dream job. Six months in, she was miserable. Every day felt like an episode of Survivor. “I had to find the right alliances,” she says, “or I was going to sink.”

A manager Fung worked with was a bully, and the environment was generally hostile. During daily huddles with staff, the manager would reject most of her suggestions and discourage her from asking questions, and would sometimes call meetings intentionally excluding her. Fung recalls meetings in which physicians yelled at one another across the table, to the point that the administrative assistant didn't know what to record in the minutes. The doctors rarely gave Fung a chance to speak and disregarded her expertise. It happened to others too. “A lot of high-performing individuals got stepped on,” says Fung. “They either stayed and kept their heads down, or left.”

Fung didn't think complaints to the human resources department would go anywhere. At home, she would snap at her husband, her children, and her mother. She had trouble sleeping. To cope, she gossiped with the few co-workers she trusted. She eventually quit, moving on to another job that in many ways was just as demoralizing, where a manager would regularly give her specific instructions only to question her when she carried them out. Fung describes another director she worked under as a “toxic rock star”: someone who gets results but at the expense of the team's well-being. Fung noticed that newcomers like her would start out with enthusiasm and a desire to improve things, but few lasted.

Ontario Divisional Court Finds Arbitrator's Decision to Reinstate Terminated Grievors Was “Fatally Flawed”

On April 2, 2024, the Ontario Divisional Court released its decision in *Metrolinx v. Amalgamated Transit Union, Local 1587*, which was a judicial review of an arbitration decision rendered by the Grievance Settlement Board (GSB). The Court found that the decision of the arbitrator, in which he reinstated five grievors whose employment had been terminated for workplace harassment as a result of inappropriate comments they made on WhatsApp, was unreasonable.

The Arbitrator's Decision

The arbitration before the GSB involved a consideration of the appropriateness of the termination of the employment of five grievors following an investigation into their conduct; specifically, their conversation in a WhatsApp group chat, which was determined by the employer to constitute workplace harassment and misconduct.

While conducting an unrelated investigation, the employer's human resources department had become aware of the WhatsApp conversation, which included offensive, sexist and derogatory comments about current and former employees, primarily women. One of the women referenced in the WhatsApp conversation, Ms. A, received screenshots of these messages, in which the grievors made lewd suggestions about how she obtained a promotion in exchange for sexual favours.

Nebraska lawmaker who targeted a colleague during a graphic description of rape is reprimanded

A Nebraska lawmaker who invoked the name of a colleague while reading a graphic account of rape on the floor of the Legislature violated the body's workforce sexual harassment policy, an outside investigator found, leading the body's governing board to issue Republican state Sen. Steve Halloran a letter of reprimand.

But that announcement Wednesday by state Sen. Ray Aguilar, chairman of the Legislature's Executive Board, was met with strong criticism from several lawmakers who said Halloran should have faced a censure vote by the full body. "This is embarrassing and disappointing," said Democratic state Sen. John Cavanaugh, who along with his sister and fellow Democratic lawmaker Sen. Machaela Cavanaugh, were the target of Halloran's remarks. "As it stands right now, the Exec Board has said that it disapproves of this kind of language, but the Legislature has not."

The report and reprimand came after Halloran repeatedly called out the name "Sen. Cavanaugh" while reading a graphic account of rape from a best-selling memoir, making it appear as if that lawmaker was the subject of the assault. His embellished reading from the memoir "Lucky" by Alice Sebold came on March 18 during debate of a bill that would have held school librarians and teachers criminally responsible for providing what it considers to be "obscene material" to students in grades K-12.

California farmworkers allege civil rights violations. Why this company says they're false

Seven California farmworkers are alleging civil rights violations against Wonderful Nurseries, the latest in an ongoing back and forth between North America's largest grapevine nursery and a historic labor union.

The Latino workers, represented through Martinez Aguilasocho Law, filed these charges last week with the California Civil Rights Department. The charges allege Wonderful Nurseries and its labor contractors failed to provide state mandated sexual harassment prevention training and education to supervisory employees; did not have a written harassment, discrimination and retaliation prevention policy and did not translate the policy into a language spoken by at least 10% of the workforce.

Lack of training resulted in workers experiencing a “hostile work environment” at various Wonderful Nurseries work sites, according to written copies of the charges reviewed by The Sacramento Bee.

Wonderful Nurseries maintains all the charges are “bogus claims” and yet another example of the United Farm Workers filing “fire hose of lies.”

Gabrielle Union Says 'More Changes Are Needed' to End Discrimination and Harassment at NBC

Gabrielle Union has addressed NBC's efforts to create a safe workplace environment. On Tuesday, the former America's Got Talent judge responded to a tweet from The Hollywood Reporter about the network's steps to address discrimination and harassment.

"Great start by NBC to recognize the need to not turn away & ignore racial & gender discrimination on programs like #AGT," she wrote. "More changes are needed however like stopping executives from intimidating talent from sharing their experience of racism in their own workplace investigations." A spokesperson for NBC did not immediately respond to PEOPLE's request for comment.

On Tuesday, NBCUniversal TV and Streaming chairman Mark Lazarus outlined the company's "policies and procedures designed to prevent discrimination and harassment" in a company-wide memo obtained by THR. In the memo, Lazarus committed to expanding protections for employees on programming produced both in-house and from third-party producers.

Some of the steps, per the memo, include "respectful workplace policies, training materials tailored to the various types of production, and additional channels through which workers can report workplace concerns."

Work on bill to address municipal politician harassment 'complex,' minister says

Ontario is drafting a bill to address harassment by municipal politicians, but Minister of Municipal Affairs and Housing Paul Calandra said Friday it is proving to be more complex than he thought so it won't be tabled by his self-imposed June deadline.

Calandra said he is reaching out to Ontario's integrity commissioner for recommendations and hopes to be able to consult on it with the Association of Municipalities of Ontario and bring a proposal to their August conference. "Even the regime surrounding the integrity acts throughout municipalities across the province of Ontario, each of them operates in a different fashion," Calandra said when asked about the issue at an unrelated press conference in Ottawa.

"There is a lot more work to do on this because the more I look into it, the more disjointed and fragmented the process is and I want to make sure that whatever we do, it is effective, it meets the goals that we're trying to accomplish."

The Progressive Conservatives had voted down a Liberal private member's bill on the subject, but Calandra later said the government would table its own legislation.

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Surrey Police Union alleges bullying and harassment by RCMP in bid to join court battle

The ongoing saga of Surrey policing has yet another chapter.

Last Friday, the Surrey Police Union filed court documents alleging harassment and bullying by Surrey RCMP members. The allegation is part of an application by the union to become a party to the petition started by the City of Surrey. That petition, and its subsequent amendment filed earlier this month, aims to halt the transition in Surrey from the RCMP to the Surrey Police Service.

The lawyer for the union, Sebastian Anderson, said Wednesday that the alleged harassment and bullying has delayed the transition from the RCMP to the SPS—and is one of several reasons the province was correct in ordering the transition to go ahead.

“The allegations are that the workplace is poisoned, a toxic workplace, as a result of bullying, harassment and intimidation,” said Anderson. The union claims in its court application that the alleged harassment has been a factor in causing some SPS members to leave the service.

“It has had a detrimental effect on the unions’ members -- we have lost 36 members as a result of the toxic work environment,” said Anderson.

WSIB confirms homophobia contributed to Toronto firefighter's stress injury

A Toronto firefighter who claims he was subjected to harassment by colleagues and managers because he is gay has had his claim alleging chronic mental stress approved by Ontario's Workplace Safety and Insurance Board.

The claim, by Ed Azadeh, was approved following WSIB interviews with colleagues, who confirmed that some called Azadeh "Special Ed" and that after he attempted suicide in June 2022, first responders — his colleagues — spread rumours about the incident.

The decision also refers to a medical report from a psychologist written in March 2023, diagnosing Azadeh with PTSD related to "the cumulative effect of exposure to traumatic events as a firefighter," but also "workplace stressors including lack of training, support, mistreatment, harassment and discrimination." Successful claims for chronic mental stress are rare — a Toronto Star investigation found last year that the WSIB rejects such claims more than 90 per cent of the time.

The decision means Azadeh will receive WSIB healthcare and loss-of-earnings (LOE) benefits dating back to June 25, 2022, the day following his suicide attempt. Azadeh shared the decision with the Star, but declined to comment.

City of Kamloops promises legal action after mayor's leak of Code of Conduct investigation report

The legal firm that represented the City of Kamloops in a Code of Conduct investigation into workplace misconduct allegations against Mayor Reid Hamer-Jackson is threatening legal action in response to the mayor's leak to local media this week.

On Friday (Apr. 5), Hamer-Jackson provided CFJC Today with an unredacted copy of the report stemming from the investigation, compiled by investigator Terry Honcharuk of the Integrity Group. Radio NL also reported on the unredacted document Friday.

Late Friday evening, lawyer James Kondopulos of the Vancouver-based law firm Roper Greyell responded to a request for comment from CFJC Today. In an email, Kondopulos confirmed the city sees the leak of the Honcharuk report as "unlawful."

"The Honcharuk investigation report, a report that was produced in a privileged and confidential investigation, was leaked unlawfully this week," reads Kondopulos' response. "The investigation report was disseminated in its complete and unredacted form and that is entirely improper." While Kamloops council has been in possession of the report since last spring, it has always discussed the matter in closed council meetings due to the presence of sensitive personnel information.

Kamloops mayor's release of confidential report 'unlawful': city councillor

The mayor of Kamloops released a confidential investigation into workplace bullying last week and city councillors are calling the move "unlawful."

Mayor Reid Hamer-Jackson was the subject of the investigation carried out by the Integrity Group, a Vancouver firm that deals with employment disputes. He finally came into possession of a copy of that report just last week, months after the investigation was completed. The existence of that investigation was reported last spring, then Kamloops This Week reported its details in the fall.

The mayor maintains he hadn't seen the report, despite months of asking for it, until it was leaked to him last week. He doesn't know who leaked the report to him, only that it arrived in his mailbox.

Councillor Mike O'Reilly spoke on behalf of council as he said the release of that confidential report put the city at legal risk upwards of \$1 million. The report includes "extremely sensitive personal information" about some staff members, putting the city at legal risk for constructive dismissal, defamation and breach of privacy lawsuits, he said.

Councillor says new restrictions on Kamloops mayor an 'extraordinary step' to protect staff

A Kamloops city councillor says measures put in place revoking Mayor Reid Hamer-Jackson's power to suspend certain municipal employees were taken in order to protect staff from mistreatment at the hands of the mayor.

Coun. Mike O'Reilly, who is acting as council spokesperson on the matter, told Castanet Kamloops the measures will remain in place for "however long we need to keep our employees safe and free from bullying and harassment."

"Like all employers, the city has a legal duty to ensure a safe workplace for all employees, free of bullying and harassment — that's full stop, there's no question there," O'Reilly said.

He noted there have been a couple of incidents in recent days that have caused concern. "We're very concerned about our staff," he said. "And the potential suspension measures, that we've removed the powers from the mayor, it was an extraordinary step to protect staff from mistreatment from the mayor."

RBC fires CFO Nadine Ahn: Relationships at work and employee rights

Investigation and ethical aspects

- Secret relationships at work: The heart of the issue is the hidden relationship between Ahn and Mason. When people in different levels of power get involved romantically, it can lead to unfair advantages and questions about whether the workplace is really fair and open.
- Unfair advantages: The investigation showed that Ahn used her power to give Mason promotions and raises that he might not have earned otherwise. This kind of behaviour goes against RBC's commitment to ethical conduct and fair treatment for all employees.
- Quick and thorough investigation: RBC didn't waste time dealing with the complaint. By involving both internal teams and external legal experts, the bank showed that it's serious about finding the truth and making sure everyone follows the rules.
- Laws and rules for banks: This situation didn't just break RBC's internal rules—it also touches on bigger legal and regulatory standards for how banks need to operate transparently and ethically. Regulators like the Office of the Superintendent of Financial Institutions (OSFI) are watching closely to make sure banks work in a way that's honest and responsible.

New safety officers at Manitoba hospitals aimed at reducing workplace violence

Specially trained and better equipped security staff are scheduled to start Monday at Manitoba's largest hospital — the Health Sciences Centre — in a bid to reduce violence against health-care workers.

More institutional safety officers, armed with pepper gel and greater powers than regular security guards, are to be later posted in other health-care settings.

“All health-care workers deserve to be safe and feel safe at their places of work, as do patients,” Health Minister Uzoma Asagwara said Wednesday. The officers were initially promised by the former Progressive Conservative government in 2021, and legislation was passed to outline their duties and authority.

Health workers have long complained about escalating violence from people under the influence of drugs or having mental health issues. The Manitoba Nurses Union filed a grievance last year, alleging its members at the Health Sciences Centre were not in a safe workplace.

An arbitrator agreed with the union in a decision this week, citing an assault on a nurse who was accessing a staff-only entrance.

‘Very concerned’: Reports of harassment, violence against City of Burlington staff increasing

Public harassment of municipal employees is reportedly on the rise in Burlington.

City of Burlington staff say a low reporting threshold by local municipal employees contributed to a 45 per cent increase in reported incidents of workplace harassment and violence.

But staff also said they have a lot of work to do to improve security and safety of city staff.

Health, Safety and Wellness manager Chris Kroes told city councillors at the April 8 Committee of the Whole meeting there were 58 reported incidents of workplace harassment of front line city employees by members of the public last year, up from 40 in 2022, 19 in 2021, six in 2020 and 11 in 2019.

Kroes said the city encourages staff to report incidents when they feel uncomfortable, harassed or threatened. He said city policy is effective in making staff comfortable bringing incidents to their supervisor’s attention, which ensures adequate followup.

“I think we’re definitely making some progress there. I think we’re heading in the right direction,” he said.

New safety officers at Manitoba hospitals aimed at reducing workplace violence

WINNIPEG - New security staff are scheduled to be in place at Manitoba's largest hospital on Monday in a bid to reduce violence.

Health Minister Uzoma Asagwara says the safety officers at the Health Sciences Centre in Winnipeg will be armed with pepper gel and are to be later set up at other health-care settings across the province.

Health workers have complained about escalating violence from people under the influence of drugs or having mental health issues.

The Manitoba Nurses Union filed a grievance, alleging its members were not in a safe workplace.

Asagwara says the safety officers have undergone training in de-escalation tactics and other skills.

Nurses union president Darlene Jackson says she welcomes the new officers, but is not confident there will be enough to keep everyone safe.

Ford government changes tune, supports NDP bill to declare an epidemic of intimate partner violence

Ontario edged closer to naming intimate partner violence an epidemic, but left victims and their advocates frustrated by stopping short of a legal declaration and boosting aid.

Noting that 58 women in the province were killed through such violence last year, New Democratic Party Leader Marit Stiles thanked Premier Doug Ford's government for pledging to support her party's private members' bill on the issue in a vote Wednesday.

However, Stiles said she fears a push by Government House Leader Paul Calandra to send the bill to the legislature's justice committee for further discussion is a stall tactic.

"We know what needs to be done and we can save lives right away," she told reporters.

Stiles was referring to 86 recommendations from a 2022 coroner's inquest into the brutal 2015 murders of three women in a one-day killing spree by a shotgun-toting man in rural eastern Ontario.

When the recommendations were issued, the government said there would be no declaration of an epidemic because intimate partner violence is not a communicable or infectious disease.

Director at North Bay conservation authority raising alarm bells

Mark Bremer has raised the alarm bells about what he alleges is happening at the North Bay-Mattawa Conservation Authority and the impact it's having on the operations at the conservation authority and the delivery of programs and services to taxpayers.

"I'm writing to the Ministry of Natural Resources and Forestry and Ministry of Labour calling for a full investigation on the conservation authority," he told The Nugget Wednesday while driving to Toronto to attend his father's funeral in Romania.

Bremer, director of corporate services, human resources and labour relations, drafted emails to North Bay-Mattawa Conservation board members and council members with the City of North Bay informing them of the many issues that he would describe as "insanity."

Bremer said they changed the locks on his office Wednesday morning. He has provided council and media with his personal telephone number and email in the situation he is unable to access his work phone and email.

What does an employer have to report after a workplace harassment investigation?

In a move reversing a Ministry of Labour decision, the Ontario Labour Relations Board (OLRB) has clarified what employers' duties are in reporting outcomes of harassment complaint investigations.

Section 32.0.7(1)(b) of the Ontario Health and Safety Act (OHSA) stipulates that following an investigation into a harassment complaint, an employer is required to provide a written report to the complainant, stating the outcome of the investigation and any corrective actions taken as a result.

The decision, *Shannon Horner v Stelco Inc. Lake Erie* addressed whether the names of the alleged harassers should have been disclosed in that report, and what level of detail was necessary.

“The Act is public welfare legislation that is designed to provide a minimum level of protection for the health and safety of workers and narrow or technical interpretations that would interfere or frustrate that purpose should be avoided,” wrote the OLRB in its decision.

“In the Board's view, the interpretation advanced by Stelco is both a ‘narrow’ and ‘technical’ interpretation that interferes with the Act's purpose.”

4 of 5 councillors in RM of Armstrong resign, citing toxic work environment, leadership issues

Four of the five councillors in a Manitoba rural municipality stepped down from office this week, with some blaming a toxic work environment and leadership problems.

The RM's interim chief administrative officer, Nancy Howell, confirmed in an email to CBC News that RM of Armstrong councillors Paul Humeny, Ted Sumka, Pat Stein and Brent Dziadek sent resignation letters on Tuesday.

That leaves Coun. Allen Pfrimmer and Reeve Kate Basford as the only remaining council members.

Dziadek told CBC the four councillors resigned Tuesday at the end of a council meeting, and felt resigning was "the correct decision."

"[We felt] there was an issue with the leadership and that this was the correct way to solve the problem," Dziadek said. "It was a very difficult decision."

He did not elaborate on the leadership issues within council, but said the resignations were made in the hopes of helping ensure a solid future for the RM.

Osoyoos takes aim at harassment and threats

The Town of Osoyoos is moving to address the problem of personal and defamatory attacks on municipal leaders, staff, contractors and volunteers by pushing for legislative changes.

To accomplish this the town is working to drum up support amongst other municipalities, local government associations and the province.

Osoyoos will first be taking the matter to the upcoming Southern Interior Local Government Association (SILGA) meetings (April 30 – May 3) in the form of a resolution calling for legislative reform aimed at:

- Strengthening the protection of municipal leaders against unfounded, defamatory, and malicious accusations;
- Upholding principles of freedom of speech and transparency;
- Ensuring that the existing legal frameworks adequately address the issue of personal and defamatory attacks on municipal leaders.

It will then raise the issue at the fall Union of BC Municipalities (UBCM) meetings (September 16 – 20).

Worker tries to pin employer for 'depression, anxiety' and 'chronic mental stress'

The Human Rights Tribunal of Ontario recently dealt with a case involving a worker who alleged employment discrimination based on disability, contrary to the Human Rights Code.

The worker, who suffered from depression and anxiety, attributed his mental health issues to a "poison work environment and management style" at his workplace from 2008 through 2019. He claimed that his employer discriminated against him by failing to address his allegations of workplace harassment and by terminating his employment.

The case highlighted the procedural aspects of discrimination cases. It also discussed the boundaries between interpersonal conflicts and actionable discrimination, as well as the role of other adjudicative bodies in resolving such disputes.

Prior to filing his application with the Human Rights Tribunal, the worker had applied to the Workplace Safety and Insurance Board (WSIB) for benefits related to Chronic Mental Stress.

In his submissions to the WSIB, he attributed his stress to fifteen "events" which he characterized as incidents of workplace bullying or harassment.

Union representing federal correctional officers says violence in the workplace on the rise

A man with 15 prior convictions for offenses relating to assaulting correctional officers, has had three more convictions added to his record.

Donavin Diggs, 29, was sentenced Tuesday morning at Prince Albert Provincial Court. With consideration given to the over four months he spent in segregation, essentially locked up for 23 hours of the day, Diggs was granted time served.

According to facts read in court by the Crown prosecutor, three latest offenses all occurred early last year at the Saskatchewan Penitentiary's max unit.

In one incident, while Diggs, who is from Halifax, was out running laps on the track and informed it was time for lock up. Diggs responded by spitting at the two correctional officers. "Keep this up, I'll get you," he said after finally complying to go.

In another incident, after having his handcuffs removed, Diggs reached through a cell door and punched the correctional officer in the face. And a week prior, while being escorted to the shower area, Diggs lunged at one of the officers and punched them in the face.

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Additional charges laid in hate-motivated mischief investigation at Yorkville Indigo bookstore

Toronto police have laid additional charges against 11 people in connection with a hate-motivated mischief investigation (opens in a new tab) at a downtown Indigo bookstore.

Police said the accused were charged with criminal harassment on Thursday after they allegedly “engaged in threatening conduct that caused a person to reasonable fear for their personal safety.” One of the 11 is also facing an additional charge of conspiracy to commit an indictable offence, police said.

Last week, the accused were arrested and charged with mischief over \$5,000 after they allegedly glued posters to the doors and windows (opens in a new tab) of the Indigo store on Bay Street and splashed red paint.

The Friends of Simon Wiesenthal Center called the incident “a vile antisemitic attack.” However, other groups, like the Canadians for Justice and Peace in the Middle East (CJPME), have pointed out that the bookstore has been the subject of boycott campaigns for years not because its founder is Jewish but due to her HESEG Foundation for Lone Soldiers, which offers scholarships to people without family in Israel who nevertheless serve in the Israeli military.

Nearly three-quarters of middle managers in Canada experiencing burnout: survey

Three-quarters (73 per cent) of middle managers in Canada are experiencing burnout, according to a recent survey. This number is even higher for those who work at large enterprises (1,001+ employees, 76 per cent) and those who work remotely (76 per cent).

The Capterra survey also revealed that 50 per cent of Canadian middle managers don't have enough time in a week to complete their tasks, with 56 per cent saying it is impossible to give their direct reports the one-to-one time that they need.

Over one in three middle managers are actively looking for a new job. However, the younger a person is, and the newer they are to middle management, the more likely they are to be burnt out and searching for a new role.

In fact, 46 per cent of middle managers with less than two years of managerial experience reported looking for a new job, compared to 30 per cent of managers with 10 or more years of experience, according to the survey.

DARTS driver alleges rider sexually assaulted her. 2 years later, she was asked to pick him up again

WARNING: This article contains details of sexual assault and may affect those who have experienced it or know someone affected by it.

A former DARTS driver from Hamilton says she was asked to pick up a passenger who she alleges sexually assaulted her on the job two years earlier. The woman, who no longer works for the accessible transportation service, has been waiting seven years for a hearing at the Human Rights Tribunal of Ontario (HRT) and, for the first time, is sharing her story publicly in her pursuit for accountability.

"Recovery becomes hard when there's no answers," she told CBC Hamilton. DARTS, short for Disabled & Aged Regional Transit System, is a non-profit organization contracted by the City of Hamilton to provide accessible transportation.

The woman filed a complaint to the HRT in 2017, accusing her employer of discriminating against her by not preventing sexual assault — which she said involved a rider who made sexual comments and masturbated behind her — and not properly accommodating and protecting her afterwards.

Nurses rally outside Merritt hospital over staffing, safety issues

Members of the BC Nurses' Union rallied outside the Nicola Valley Hospital in Merritt Wednesday to draw attention to issues they say are plaguing the facility.

The protest came after months of concerns about the health-care situation in the Interior community, from ER closures due to staffing, to safety at the hospital itself.

Adriane Gear, president of the union, says there's a 54 per cent vacancy rate for registered nurses at Nicola Valley Hospital and Health Centre.

"That's quite a burden to carry ... knowing that maybe if you're sick or if you take your vacation or something like that that the ER might have to close if you're not there," she explained.

"The other part of it is, you go to work and then you're worried because you might be the only nurse that is emergency-room prepared to be working in that department."

Correctional officers rally in Abbotsford to protest rise in workplace violence

More than 100 correctional officers gathered in Abbotsford, B.C., on Thursday to protest working conditions.

The Union of Canadian Correctional Officers said the protest was meant to highlight violence its members have to deal with while on the job.

The officers gathered at a parking lot at the Correctional Service of Canada's Pacific Region Headquarters.

B.C.'s regional union president John Randle said there has been a significant increase in violent incidents in prisons within the province.

"Numbers have over doubled in the last five years of assaults on correctional officers and yet the service does nothing," Randle said.

Unifor temporarily withdraws push to represent Amazon workers in B.C.

Unionization efforts at two Amazon fulfilment centres in Metro Vancouver will have to wait as Unifor has temporarily withdrawn its application with the B.C. Labour Relations Board (BCLRB).

This move comes as Amazon provided a “suspiciously high number” of employees,” according to the union. Last week, Unifor announced that it had filed two applications with the B.C. Labour Relations Board to represent workers at fulfilment centres in New Westminster and Delta.

The union’s submission to the B.C. Labour Relations Code Review calls for expanded protections for gig workers, broad-based collective bargaining, and disclosure of employee lists to unions.

Despite the initial setback, Unifor vowed to continue with its unionization effort at the two Amazon fulfilment centres in B.C.

“Make no mistake: workers at Amazon in Metro Vancouver are closer than ever to successfully forming a union,” said Gavin McGarrigle, Unifor Western regional director. “The number of workers provided by Amazon is suspiciously high, but with this information we know precisely what our next steps are to help these workers form their union.”

How Kamloops councillors and staff have leashed the mayor

A workplace investigation into the mayor of Kamloops and how he treats staff was so secret that the City wouldn't even acknowledge its existence. Then he handed it to reporters. Reid Hamer-Jackson said it mysteriously appeared in his mailbox despite asking for a copy over a period of several months. He said he wanted to defend himself against “false claims and innuendos.”

He provided a copy to iNFOnews.ca on April 4. Coincidentally, the City responded to a Freedom of Information request for the same report, known as the "Integrity Group report," earlier that day. The City said it could not confirm nor deny the report even existed, despite being reported on by Kamloops This Week months earlier.

For the public, it colours in the context behind the seemingly endless spats at city hall between the mayor and anyone else since November 2022. It shows at least part of what sanctions or restrictions Kamloops city council has put on its mayor, something that hasn't been freely admitted without the report first being leaked.

A year-and-a-half after the election, the Reid Hamer-Jackson Show keeps on, with new episodes weekly. Yet it was almost a year ago that the first consequential actions against the mayor were taken.

Franklin County commissioner resigning after 15 years, citing ‘cronyism’ and ‘bullying’

After years of a bitterly split Franklin County Commission, one member is resigning at the end of the year.

Commissioner Brad Peck, 64, who was first elected in 2009, will resign from his District 1 seat at midnight Jan. 1, 2024, he said in an announcement sent to the Tri-City Herald. The seat is up for reelection next year.

The past three years have been marked by in-fighting on the commission, after Commissioners Clint Didier and Rocky Mullen were elected. Their tenure in office has seen the board draw a sharp 2-1 divide, with Peck often in the minority.

Meetings have erupted into shouting matches, seen Didier slamming his gavel to silence Peck and resulted constant barbs. In his resignation announcement, Peck said that the county “has devolved into an arena of hyper-politization, cronyism, workplace bullying and personal acrimony. There are an unfortunate number of examples. Elected officials and numerous employees walking out of Franklin County, and armed bullhorn-toting protestors trespassing at my personal residence, are just two of many.”

Some Saskatoon public libraries change hours in response to assault on workers

Saskatoon Public Library has announced changes to the hours at some locations after police say two teenage girls assaulted an employee Monday at the Carlyle King Library on Laurier Drive in Saskatoon. The Frances Morrison Central Library, Dr. Freda Ahenakew Library, Mayfair Library and Carlyle King Library branches will now be open 10 a.m. to 6 p.m. CST on Monday to Saturday, with Sunday hours staying the same as before, 1 p.m. to 5:30 p.m. CST.

"We cannot fill the gaps caused by our community's lack of critical social and health infrastructure," stated a release from Saskatoon Public Library on the changing hours. "We can't be a place to sleep, to store large amounts of personal belongings or to use drugs and alcohol. We can't be the primary access to washrooms or climate-controlled environments during evening hours."

Workers raise concerns as Saskatoon Public Library temporarily closes 2 branches to public Officers responded to the library just before 9 p.m. and found that the teens had fled the scene, police say. Officers located the suspects at a bus mall in the 300 block of Confederation Drive.

Two girls aged 14 and 16 were charged with assault. Police say they believe the girls were intoxicated when they did the assault.

Employee-employer trust gap widening – here's what HR can do

The trust gap between senior executives and employees is widening, and it's hurting the bottom line.

That's according to the latest statistics from PWC's Trust in US Business Survey, which found that 86% of business executives think employee trust in their organization is high, compared to 67% of employees.

This is a crucial discrepancy, PWC reports, because when employees don't trust their employer, they don't quit — but they stay and work poorly. A common trust-eroding mistake made by organizations is referring to their workforce, or teams, as a “family,” says Marie-Hélène Pelletier, associate at the University of British Columbia's Sauder School of Business.

This common perception that sense of family will breed trust is mistaken, she says – it actually does the exact opposite.

“We can say that we care about each other, that we're working towards a common goal, that we want to be respectful, protective, that we're community – all these things are realistic observations, realistic language about this work relationship,” says Pelletier.

Lethbridge man faces charges in alleged harassment cases against women, girls

Lethbridge police are laying charges in cases of alleged harassment against women and young girls in southern Alberta.

Officers say there were six incidents between April 9 and 15 involving women and girls as young as 11 years old.

In several cases, the victims were invited to get inside a vehicle, and some were offered money to do so. Police say the accused did not take no for an answer and made several attempts to convince the victims, making them feel unsafe in the process.

Several social media posts about the incidents were made, which police say led to an arrest.

Yahya Mehmet, 30, of Lethbridge was charged. He has been released with conditions, including no contact with the victims or anyone under 16 unless they're customers at his workplace.

He has a court date set for next month.

Citi managing director details 'pervasive' sexual harassment in lawsuit

A Citigroup managing director said the bank failed to protect her from a supervisor's violent threats and abuse because of its "pervasive" culture of sexual harassment and gender discrimination, according to an amended legal filing on Monday.

Ardith Lindsey, who worked as Americas head of electronic sales trading, added details to her November lawsuit outlining threats from Mani Singh, once the bank's North America Markets head of cash equity execution services. He resigned in November 2022.

Lindsey said that after she ended their relationship in October 2022, Singh began five days of incessant phone calls and expletive-laden text messages, such as "I am going to set you on fire," and "Kids no kids I don't give a fuck plan to burn it all down."

Lindsey said Singh subjected her to many years of increasingly volatile abuse, sometimes fueled by alcohol or drugs, including alleged threats to harm her and her family and destroy her career if she resisted his advances.

GTA police service loses bid to keep workplace investigation reports redacted

A Toronto-area police service's attempt to shield information outlined in two workplace investigations has been dismissed by the courts.

In Ontario Superior Court of Justice documents released last week, the Durham Regional Police Service (DRPS) sought to hide the full unredacted reports from being disclosed, arguing they were privileged and confidential.

The application was borne out of an investigation into the service launched in 2019 by the Ontario Civilian Police Commission into allegations of misconduct within the workplace.

It is these reports that Durham police first opposed handing over, according to the document. However, at an October hearing, lawyers for DRPS agreed to provide the reports to the commission "on the condition that [they] are not further disclosed, disseminated, or made publicly available due to confidentiality concerns." They argued that the redactions were done to "protect the personal health information of our members," the decision reads.

Megan Thee Stallion: Cameraman accuses rapper of 'hostile' workplace

Megan Thee Stallion has been accused of fat-shaming her former cameraman - and having sex next to him in a car - in a new lawsuit.

The US rapper is alleged to have made an "intolerable" work environment by ex-employee Emilio Garcia. In a claim filed in Los Angeles, Mr Garcia also claims a change to his contract left him with unpaid wages.

Megan's lawyers told BBC Newsbeat the claim was "an attempt to embarrass her".

"This is an employment claim for money with no sexual harassment claim filed and with salacious accusations," they said, adding that they will deal with the lawsuit in court.

Mr Garcia claims to have started working for the Savage rapper in 2018 as her personal cameraman, and remained in the role full-time until June 2023.

In the legal documents, his lawyers say that he was trapped in a moving car with Megan - real name Megan Pete - while she had sex "right beside" him.

A reminder to federal employers: Time to update harassment and violence policy

On January 1, 2021, the Work Place Harassment and Violence Prevention Regulations (the “Regulations”) came into force requiring federally regulated employers to develop a single policy addressing harassment and violence in the work place.

The Regulations set out a number of requirements for employers to carry out responsibilities related to their work place policy at least once every three years. Now that three years have passed since the Regulations were introduced, federal employers should ensure they remain in compliance.

Ellen DeGeneres says ‘devastating’ bully accusations affected Portia de Rossi marriage

Ellen DeGeneres has revealed how “devastating” bullying accusations impacted her marriage to wife of 16 years, Portia de Rossi.

The 66-year-old comedian was forced to end the Ellen DeGeneres Show after a BuzzFeed News investigation accused it of fostering a toxic work environment, with alleged sexual misconduct, racism and workplace bullying taking place behind the scenes.

The claims came as a shock to viewers who knew DeGeneres as an upbeat and positive character on-screen. DeGeneres has now addressed the backlash she received during a stand-up comedy show.

“I’m making jokes about what happened to me, but it was devastating,” she told a sold-out crowd at her show Ellen’s Last Stand...Up Tour in Los Angeles. “It took a long time for me to want to do anything again.” DeGeneres reported being considered a “one-dimensional character who gave stuff away and danced up steps.”

Reflecting on the impact the accusations and fallout had on her marriage she said, “It’s hard to dance when you’re crying.”

'Violation': CSIS had officer investigated after she reported a superior raped her

A CSIS officer's allegations that she was raped repeatedly by a superior in agency vehicles set off a harassment inquiry, but also triggered an investigation into her that concluded the alleged attacks were a "misuse" of agency vehicles by the woman.

She is the same officer whose sexual assault allegations in a story published by The Canadian Press prompted public pledges of reform last year from David Vigneault, the director of the Canadian Security Intelligence Service.

The officer said she was never told she was the subject of an investigation, or that it concluded she committed misconduct by using "service equipment" to conduct what the investigator's report said was a "romantic relationship with a colleague."

The woman said she believed the investigation was reprisal for her rape complaint, and she only found out about the probe this year, 10 months after its conclusion, when she made an access-to-information request for her personal information held by the service.

Canadian Olympic Committee named one of the Best Workplaces™ in Canada

The Canadian Olympic Committee (COC) and the Canadian Olympic Foundation (COF) are proud to be recognized as one of the Best Workplaces™ in Canada for the fourth time by the Great Place to Work® Institute Canada.

“This recognition is a testament to the strong culture each and every member of our organization has helped cultivate together,” said David Shoemaker, COC Chief Executive Officer and Secretary General. “Our mission to transform Canada through the power of sport would not be possible without this incredible team and I can’t wait to see what we continue to accomplish together on the road to Paris 2024 this year and beyond.”

The announcement was made at a gala event held on April 23 in Toronto. The results are based on the 2023 Trust Index© annual survey results and independent assessment programs and processes by the Great Place to Work® Institute Canada. The 2024 Best Workplaces™ in Canada is also published as a Special National Report in The Globe and Mail today. Earlier this year, on January 30th, the COC was also named to the Best Workplaces™ for Today’s Youth 2024 list.

First, she aimed to transform Canada's military culture. The public service is next

Corporate boardrooms. Military barracks. Federal government offices. They're not locales with a reputation for fostering diversity. Anita Anand has been trying to change that. Ensuring people of all backgrounds feel accepted and heard no matter the venue is a mission that has followed her at every stage in her life and career, she said in a recent interview.

"This is a very personal issue for me," said Anand, who is the first person of colour to hold the federal government's purse strings as Treasury Board president. "I still walk into rooms and look at tables that are not diverse." Case in point: in February, Anand walked into a briefing regarding mental-health counselling for Black public-service workers.

There were no Black employees in the room, she said. "I said to the individuals briefing me: 'Why aren't there any Black individuals facing me?' This is not acceptable." Part of her mandate is to dismantle systemic barriers in the federal public service that allow workplace harassment, bullying, racism and other forms of discrimination and violence to fester.

It needs to happen at all levels, she said.

Workplace harassment and its toll on mental health in Manitoba

Your respectful workplace policy is a preventative policy to keep your workplace safer. As health-care professionals, pharmacists know firsthand that the prevalence of mental health injuries has steadily increased in recent years. It is also no secret that many of those conditions result from an individual's job or working environment, where they can spend nearly a third of their day.

Employers have seen the impact of these mental health injuries in increased sick time, employee leave of absences and unhappy workforces. I have written about best ways to manage these leave of absences when they do arise in previous issues.

This article, however, highlights a preventative measure an employer can take to reduce the likelihood of the workplace itself being a cause of such leaves: implementing and applying a respectful workplace policy.

Not only is a respectful workplace policy mandatory for all employers in Manitoba, but it also sets out the obligations and expectations of everyone in a workplace in order to contribute to a safe and respectful workplace, and what to do when there is harassment in the workplace.

Activating Knowledge for Workplace Mental Health — a May Day event

The Occupational Health Clinics for Ontario Workers (OHCOW) is hosting a webinar series, Activating Knowledge for Workplace Mental Health, marking May Day, which is International Workers' Day. MAYDAY, MAYDAY! is an internationally recognized cry for help, and Mayday itself celebrates the contribution of workers the world over, both of which apply to the critically important subject of Workplace Mental Health, especially as we all strive to cope with the impact of the recent global pandemic.

Marking International Workers' Day + important anniversaries; Sharing history, research & practice; Finding effective, sustainable solutions. May Day is celebrated as Labour Day around the world, and it was also the 1989 start date of OHCOW's first Occupational Hygienist, John Oudyk. This year we'll celebrate OHCOW (and John's) 35th anniversary through the cross-sectional lens of Knowledge Activism and Workplace Mental Health and Injury Prevention, which we continue to champion.

Making a Difference: Knowledge Activism on a Community Scale. Learn about past and recent contributions of the United Steelworkers union – all pivotal steps of worker knowledge mobilizing prevention progress, beginning with the Elliott Lake Wildcat strike 50 years ago, OHCOW's origins in the 80s, translating the Westray Mine Explosion into the Criminal Code in 2004 and facing the mental health and gender-based violence challenges we now recognize in workplaces today.

Tech-based sexual harassment at work is common, male-dominated and often intended to cause harm

Sexual harassment is often considered to be a person-to-person act, but new research shows Australians are also experiencing and perpetrating workplace harassment in large numbers through technology.

Our latest study shows one in seven Australian adults surveyed reported having engaged in workplace tech-based sexual harassment. One in eight reported having engaged in both tech-based and in-person sexual harassment at work.

The research, launched today by ANROWS, is the first national study to investigate the perpetration of workplace tech-based sexual harassment. We found hostile motivations underpinning the behaviour, including wanting to frighten and humiliate victims.

Tech-based workplace harassment is common

We conducted a national perpetration survey with 3,345 Australian adults (18-65 years) who had participated in paid or voluntary work in the last 15 years. We also interviewed 20 industry stakeholders, including employer representatives, technology providers, regulators and workplace and online safety experts; and ran focus groups with 28 young adults (18-39 years).