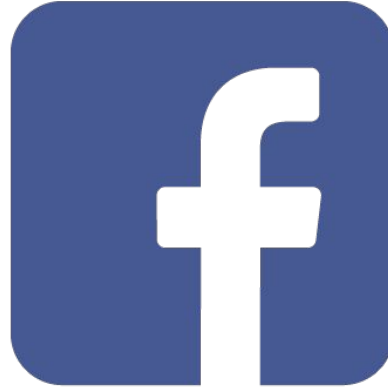


# July 2022 Environmental Scan



# On social media

- Boris Johnson resignation
- Targeted harassment of female journalist Rachel Gilmore following convoy coverage
- Subway-gate (public service executive faces backlash for a return-to-office story)
- Hockey Canada





VoiceOfTheForgotten  
@GiftCee



The way we report sexual harassment is the reason why it harassment continues.

A Tory is guilty before we go to press, and it's always Boris Johnson to blame but for everyone else they cast doubt in the matter by using "accused"  
1/2



Politics

**Tory deputy chief whip resigns after 'drunkenly groping two men'**

Chris Pincher's resignation is latest in a series of allegations of sexual misconduct by Conservative MPs

Jessica Elgot, Rowena Mason and Aubrey **A Harcourt**

Scottish National party (SNP)

**MP Patrick Grady quits SNP after being accused of sexual assault**

Met police say they are investigating allegations former chief whip assaulted party worker at London pub

**Severin Carrell** Scotland editor

4:53 AM · Jul 2, 2022 · Twitter for iPhone



Malcolm Tucker  
@gorbalsgoebbels



Boris Johnson promoted Pincher to deputy chief whip knowing he was involved in sexual harassment.

Nicola Sturgeon promoted Grady to chief whip knowing he was involved in sexual harassment.

Media apply pressure rightly on Johnson.

Why not Sturgeon?

Is Scotland corrupt?

6:27 PM · Jul 6, 2022 · Twitter for iPad

756 Retweets 59 Quote Tweets 2,373 Likes





**Incorrigible FCA**  
@ImIncorrigible



Alleged & admitted Tory sexual predators:

- Boris Johnson - groped female staff
- Chris Pincher - groped men (twice)
- Charles Elphicke - jailed for sexual assault
- James Grundy - exposed himself in pub
- Rob Roberts - sexual harassment
- David Warburton - sexual assault

[#r4today](#) [#bbcaq](#)

2:20 AM · Jul 1, 2022 · Twitter Web App

109 Retweets 9 Quote Tweets 158 Likes



**Matt Green** ✓  
@mattgreencomey



I always wondered if sexual harassment might be the end of Boris Johnson. I just assumed it would be his.

2:05 PM · Jul 5, 2022 · Twitter Web App

96 Retweets 3 Quote Tweets 986 Likes



← Thread



**Rachel Gilmore** ✓  
@atRachelGilmore

...

We decided I shouldn't go out alone again, which is a bummer but also smart.

Looking forward to having to walk home.

5:16 PM · Jul 1, 2022 · Twitter Web App

4 Retweets 7 Quote Tweets 78 Likes



Tweet your reply

Reply



**Rachel Gilmore** ✓ @atRachelGilmore · Jul 1  
Replying to @atRachelGilmore

...

My colleagues are amazing so I know they'd have my back if I feel unsafe on the walk home. But just annoying to have to think about it!!



41



8



68



Context: Rachel Gilmore, a reporter for Global News was surrounded by Freedom Convoy participants while trying to interview someone for a story, and her workplace decided it was no longer safe for her to go reporting alone.





Rachel Gilmore @atRachelGilmore

Thanks for talking about this, Bruce.

Sooo many of the hate comments I get are wildly sexist.

People say I should be on OnlyFans, ask me how many people I slept with to get my job, one dude even regularly sent me images with semen photoshopped on my face for years.

Fun times.

o\_r\_m\_ She would be great

Send

Reply Unhide Message

Reply Send Message

sashamade commented: Are u Trudeau's mistress? 5h

Reply Send Message

sashamade commented: 5h

Reply Send Message

sashamade mentioned you in a comment: @gilmore girl just quit. 5h

**Bruce Arthur** @bruce\_arthur · Jul 7

Oh, and while we're on the subject: I have written about this stuff at times, as have other male writers, and I don't get nearly the personal, targeted feedback that Rachel does. Again, that targeting is a strategy. [twitter.com/atRachelGilmore...](https://twitter.com/atRachelGilmore)

Show this thread



Rachel Gilmore @atRachelGilmore · 5h

This, which was just sent to me and is apparently circulating online, is also fake.

Gotta say though, it's very flattering that the troll behind this thinks it would be believable for CP to actually write this.

I'm really not that important, guys.

SUBSCRIBE Global News

CANADA

### Rachel Gilmore takes leave of absence after suffering a coordinated hate campaign from Poilievre supporters

By Staff · The Canadian Press

Posted July 8, 2022 4:10 a

- marc.racinee** commented: 👍 4h
- Reply Send Message
- sashamade** commented: Are u Trudeau's mistress? 5h
- Reply Send Message
- sashamade** commented: 5h
- Reply Send Message
- sashamade** mentioned you in a comment: @r.gilmore girl just quit. 5h
- Reply Send





**Trauma Rama, RN**  
@TraumaRama\_RN



I was assaulted Friday by a patient and just kind of walked it off and kept working. Today my back hurts so bad I can hardly move at work. We must address violence in healthcare.

1:42 PM · Jul 10, 2022 · Twitter for iPhone

**4,909** Retweets **216** Quote Tweets **40K** Likes



**Heather Murray**  
@HeatherM211



People, do not yell at nurses. They are working under conditions that are unimaginable and they've been doing it for longer than 2 years. Honestly, it's like cutting down the last tree on Easter Island. Don't do it.

12:03 PM · Jul 12, 2022 · Twitter for iPhone

**222** Retweets **12** Quote Tweets **1,811** Likes





Jeremiah Masoli

@jmasoli8

...

@CFL

Thanks to everyone for reaching out in support of my family and I, it means a lot to all of us.

I've seen the poor and uninformed excuses given by the Saskatchewan's Head Coach and no apology from Garrett Marino, Coach [Dickenson](#), or any executive from Saskatchewan.

After playing 12 games and already with a previous ejection and two fines before this incident, it is clear Garrett Marino cannot control himself.

The welfare and safety of CFL players do matter and we should not have to worry about those who consistently cannot play within the rules. It's an unacceptable pattern of behaviour on top of the embarrassing way he celebrated as I was down shows how proud he is of his dirty ways.

The worst of it is the vile and disrespectful type of behaviour and racial insults that were made towards me more than once. In the CFL we say our diversity is our strength, so there should be no place for the racial hate. It's been investigated and confirmed by the CFL and should not be tolerated – on or off the field. The insensitive comments made by coach [Dickenson](#) are indicative of how oblivious they are to these serious facts they choose to ignore.

The CFL has done and continues to do great work with communities of all backgrounds across Canada which is something we are proud of. It's sad that the hate and racist attitudes and racial insults are going to be punished with a slap on the wrist. One game for racist insults is simply not enough in my opinion and hopefully, we can use this to promote growth and change for the better. We need to protect the integrity of the game.

Thank you for taking the time to hear me out with discernment. I'll be preparing for surgery and look forward to the challenge of rehab and recovery.

[#RNation](#)





5:52

Messages



r/antiwork

u/kyguylostinthecity · 8h

## Be careful when applying for WFH jobs. I have learned the hard way.

My job requires us to be in a zoom breakout room all 8 hours a day so management can come in at any point. They also require us to post on our teams channel anytime we are away from our desk even to use the restroom...

Oh the cherry on top you ask? Zoho!! What was meant to have IT help you is used to spy on us and makes my mouse go crazy when they do.

I've lost my dignity from this job and feel like a toddler.

Edit: please set your reminders for 2 weeks out, I'll be name dropping them :) you all didn't think I'd really keep you in the dark did you? CANT WAIT



1469



243



Share



Award



BEST COMMENTS



Advi0001 · 8h

I wish monitoring software would be illegal. Apparently it kind of is in Germany.



Reply



1k





**Andréa 'Drew' Rousseau** 🇨🇦 @halffootrunner · Jul 21

Replying to @halffootrunner

I was asked to share my experience in the hopes that others who are feeling anxious could relate. In keeping with who I am, I infused some humour. I suffer from extreme anxiety and humor helps 2/4



2



6



**Andréa 'Drew' Rousseau** 🇨🇦 @halffootrunner · Jul 21

Regrettably, a colleague hiding behind a Reddit handle felt the need to minimize my comments and what has ensued has been vitriol and hate of a kind that I could have never expected. It was like gut punch 3/4



5



1



3



**Andréa 'Drew' Rousseau** 🇨🇦 @halffootrunner · Jul 21

You are allowed to not agree with me. That is your right. But attacking my character, my competencies to do my job and my integrity is not ok. I could have just left this alone, but as a mom to a young girl I constantly tell her to stand up for herself. So I am too. 4/4



19



1



37



gement / question



**Daniel Blouin** @danielblouin · Jul 23, 2022



I, surprising no one who knows me, would suggest the issue is less about EX power (which is both less and more than it should be) and more about accountability.

If EXes or managers have bad ideas, then what are their bosses doing about it? PSES results suggest not much.



**Erica Ifill** @wickdchiq

Replying to @KGE\_hockeyfan and @MonaFortier

The outsized power of the executive class in the public service is exactly why it's a shitty place to work. The working level has no power with ineffective labour unions and the executives want to exert control and power over workers with their bad ideas.



**Daniel Blouin**  
@danielblouin · Follow

Also: many managers pre-emptively concede ground they should not to directors. If you have /any/ subdelegated HR authority, you have a tremendous amount of flexibility in how that is wielded.

Can EXes countermand? Sure they can. But how many will do it on the record?

4:33 PM · Jul 23, 2022



14



Reply



Copy link

[Read 2 replies](#)





**Abe Greenspoon** @worldofabe · 13h

Happy Friday to everyone except for the leaders of public service organizations who are forcing people to go back to the office for a set number of days completely arbitrarily (i.e. because it works better for them).

21

14

179



**Rick Burns** @Rick\_Burns · 12h

If you want some cathartic laughs, go to public service Reddit page....the Subway memes...

1



8



**Abe Greenspoon** @worldofabe · 12h

It's like all I've been doing the past couple of days. Been on that subreddit for years and never seen anything like this. It's epic.

2



8



**Steph Percival (she/her)** @steph\_percival · 11h

Link? (I'm not hip enough for reddit.)

1



**Rick Burns** @Rick\_Burns · 10h

In a nutshell: HC's back to office town hall was the mother of all tone deaf events....culminating in one poor execs story about how great it was to go back to office ....despite being less productive....she felt accomplished....and was told a lame story about buying Subway

1



4



**J.-F. Claude** @JFClaudeMSM · 10h

Look, I'm a huge proponent of #WFH. Maybe show a little compassion and kindness towards a colleague? We've all experienced the pandemic differently; for some, returning to the office is a lifeline. And humour often masks inner struggles.



**Andréa 'Drew' Rousseau** 🇨🇦 @halffootrunner · Jul 21

Always be kind.

Yesterday I gave colleagues @GovCanHealth an account of my return to the office experience. It was my experience and it was honest. 1/4

[Show this thread](#)

1



4



**Rick Burns** @Rick\_Burns · 10h

True, you are wise JF...I honestly feel bad for her....the blame for the tone deaf debacle goes higher....for me...it's not about WFH....it's the flip flopping, gaslighting and platitudes - not answering basic questions ....and the HEALTH portfolio pretending we are not in 7th wave

2



7





640

## Subwaygate reveals hypocrisy on mental health at Health Canada



Departments / Ministères

When the speaker who sparked Subwaygate took to her private Twitter and LinkedIn to complain that employees were angry about her comments, she mentioned having extreme anxiety. Her fellow execs offered public displays of sympathy, as they should. I've dealt with clinical depression and anxiety for over two decades; I know it's difficult.

My question is: where is the sympathy for rank-and-file employees at Health Canada who have been telling all levels of management that an option to permanently work from home can be a lifeline for the disabled, for members of minority groups, and for improving work-life balance for all? Mental health concerns are routinely swept aside in favour of empty buzzwords like "collaboration."

These RTO stories feature senior managers and up who already get to own their schedule. I am not allowed similar flexibility to come and go as I please, and have to cover for the seniors who do.

Setting aside the fact we're struggling through a seventh COVID wave and rising Monkeypox threat. Setting aside the fact working Canadians are feeling the pinch of record-high inflation and an affordability crisis. Setting aside the fact that Ottawa still doesn't have competent public transit and adequate childcare facilities. Setting aside the fact our offices are inefficient, poorly ventilated and contribute to climate change. Setting aside the fact there is a months-long waiting list to buy a car—and not enough affordable parking for all. Setting aside all that, the option to permanently WFH means better work-life balance, fewer micro aggressions, fewer sick days, and access to more diverse jobs/employees.

But this department's senior management isn't listening. They are railroading serious mental health concerns as they continue their gaslighting campaign. Subwaygate might be a silly meme, but it's revealed a serious problem: the executives only care about each other.

 172 Comments  Award  Share  Save ...

17 people here 





**Rachel Gilmore** ✓ @atRachelGilmore · 1h

The Hockey Canada equity fund was used to settle 9 cases -- a total of \$7.6 million -- since 1989.

Most of that -- \$6.8M -- is related to Graham James, who was convicted of sexually assaulting underage players.

The fund is generated, in part, from children's registration fees.

8 36 72



**Rachel Gilmore** ✓ @atRachelGilmore · 1h

So to summarize:

a fund

generated, in part, from children's registration fees

paid millions out on behalf of Hockey Canada

in relation to a man who sexually assaulted underage players

Wow.

3 28 100



**Rachel Gilmore** ✓ @atRachelGilmore · 12m

From 1996-2022, 12 sexual misconduct claims were settled via Hockey Canada's insurance for a total of \$1.3M.

That's in addition to the \$7.6M paid out from the National Equity Fund.

So a total of \$8.9M has been paid out in total, for a total of 21 cases.

Yeesh.

3 12 17



**Rachel Gilmore** ✓ @atRachelGilmore · 46m

So Sport Canada found out about the allegation in 2018. They didn't tell the sport minister at the time.

Then, in 2021, a new sport minister is shuffled in. They don't fill her in, either. She found out about allegations "a few days after the story broke in the media."

Wow.

4 19 63





**Sheldon Kennedy** ✓

@ShelKenn



Giving my 26 yrs of advocating for victims, I cant sit idle any longer.

STATEMENT FROM SHELDON KENNEDY ON  
HOCKEY CANADA'S ACTION PLAN

---

The same people with a new plan expecting different results is the definition of *insanity*. I call for the resignation of Hockey Canada CEO Scott Smith, his leadership team and the board of directors to resign and step down from their positions immediately.  
ENOUGH IS ENOUGH ALREADY.

**Sheldon Kennedy** CM AOE OM

3:01 PM · Jul 26, 2022 · Twitter for Android

2,769 Retweets   267 Quote Tweets   14.3K Likes





# 1 in 4 Canadian workers who deal with the public face increased aggression, conflict: survey

Employees who deal with the public have seen an increase in aggression and conflict, according to a recent survey, and some experts say it's important for employees to be trained to manage those situations.

The May 2022 Mental Health Index found 20 per cent of Canadians have experienced increased conflict and/or aggression at work.

Paula Allen, LifeWorks global leader, research and total wellbeing, said the working population has had their mental health impacted since the pandemic and are now also dealing with the effects of the war in Ukraine and inflation.

“As a result of all the strain that we’ve been under, our population is definitely on edge,” Allen said.

For those who deal directly with the public, LifeWorks found one in four are seeing an increase in conflict.



# Independent investigation finds AMC Grand Chief committed workplace sexual harassment

The Assembly of Manitoba Chiefs (AMC) says an independent investigation has found Grand Chief Arlen Dumas engaged in workplace sexual harassment.

The investigation began in March 2022 following a complaint against the chief from an AMC staff member.

Dumas was suspended pending the results of the investigation, without pay.

According to the AMC, his suspension will remain in effect until a special Chiefs-in-Assembly meeting, where a vote for the removal of Dumas as Grand Chief will take place.

AMC says details uncovered during the investigation will not be made public.

In a release, the organization says “The AMC is committed to reflecting on and reviewing its workplace policies and practices to ensure the organization fosters a culture of support and respect.”

# Mississauga City councillor found to have engaged in harassment, may face 60 days' loss of pay

Mississauga City councillor Ron Starr has been found to have “engaged in harassment” related to an incident in which a fellow councillor’s SUV was vandalized, a City of Mississauga investigation has concluded.

The long-awaited final report from the City’s Integrity Commissioner Robert Swayze was made public today (June 30) after months of delays.

He’ll officially present his findings to City council next Wednesday (July 6). Council then has 90 days in which to respond to the report.

In his report, Swayze found that the Ward 6 councillor scratched former Ward 2 councillor Karen Ras’ vehicle on April 13, 2021 “and that the single incident of scratching constitutes workplace harassment” under the City’s respectful workplace policy.

Swayze is recommending that Starr’s pay be suspended for 60 days.

# Inside the chaos of the Assembly of First Nations national chief's office

When RoseAnne Archibald staffed her office following her election win last July as the Assembly of First Nations' first female national chief, it was seen by some working in First Nation politics as a dream career opportunity.

Now, a year into her first term, what was considered a chance to usher in a new era at the Assembly of First Nations (AFN) under female leadership has devolved into workplace turbulence, according to sources who spoke with CBC News.

Archibald faces an external investigation triggered by bullying and harassment complaints from four senior staff members she hired to move to Ottawa and run her national chief's office.

Three of the four complainants are women, CBC News has learned.

# Ex-Commanders employees reportedly testified Dan Snyder played active role in alleged workplace misconduct

Throughout the Washington Commanders' workplace harassment scandal, team owner Dan Snyder has played the part of the out-of-office billionaire, shocked to discover the team he has owned since 1999 allegedly had such horrible issues, when he wasn't questioning the veracity of said issues.

Specifically, he claimed to be "unaware" of the allegations until they were reported by The Washington Post and lamented being "too hands-off as an owner" in a statement released soon after the scandal broke.

A group of former Washington employees have testified to Congress this simply wasn't the case, according to The Washington Post.

Snyder's claims have also since been undermined by two allegations against him by former female employees, one who claimed he touched her leg and tried to push her into his limo and one who claimed he groped her and tried to disrobe her in the back of a private plane.

# Athletes say culture review of Gymnastics Canada insufficient, call for Ottawa to step in

A group of Canadian gymnasts who called for an independent investigation into their sport are “dismayed, but not surprised” in Gymnastics Canada’s announcement of a culture review.

McLaren Global Sport Solutions (MGSS) has been hired to analyze Gymnastics Canada’s national safe sport policies and procedures after dozens of current and former gymnasts wrote to Sport Canada claiming maltreatment amid a toxic culture in their sport.

“GymCan has unilaterally imposed this process upon survivors without consultation or discussion,” the athletes, who call themselves Gymnasts for Change, said in a statement.

“The announcement offers no assurances that this process will be trauma-informed, safe, and meaningful for survivors to engage with. Indeed, the announcement makes no mention of survivors or the epidemic of abuse within gymnastics at all. This follows a consistent pattern of the institution placing its concerns for self-preservation above the needs of survivors and highlights GymCan’s ongoing failure to truly listen to survivors in this sport.”

# Workplace sexual harassment education project gets \$1.5M

A project raising awareness about workplace sexual harassment across the Northwest Territories has been receiving funding support from the federal government.

The federal Department of Justice is providing \$1.56 million over five years to the Status of Women Council of the Northwest Territories for its Public Education & Information on Workplace Sexual Harassment project.

While the funding started over two years ago, it was only announced last Wednesday in Yellowknife.

The council has been using this money to support their work educating workplaces on the nuances of sexual harassment, the legal obligations of an employer, rights of employees, and how to access relevant services.

“Sexual harassment in the workplace occurs far too frequently. People often do not know what it is nor what their rights, obligations, and duties are,” said Louise Elder, executive director of the council.

# Reforming RCMP workplace

“The level of violence and incidents of sexual assault that were reported in many claims were shocking, and the number of sexual assaults that occurred ... raises concerns about workplace safety and security.”

The leaders of any workplace beset by such violence would know enough to call the police immediately. Except, apparently, when those leaders are the police - specifically, members of a Canadian icon, the Royal Canadian Mounted Police.

Yes, the workplace in the above quote is that of the RCMP, and the quote comes from the recent report concerning just the latest, though not the last, nor the least, class action lawsuit against the Mounties.

The “Tiller report” details the systemic abuse of civilian employees of the RCMP, such as clerical and support workers, who were treated as the “lowest-of-the-low” by supervisors.

The employees were subjected to a daily deluge of pornography, sexualized comments, unwanted touching and racial and ethnic slurs, and they suffered lasting damage to their mental and physical health, careers, finances and family and personal relationships.

# Why Boris Johnson is resigning and how we got to this point

LONDON — British Prime Minister Boris Johnson has announced his resignation, saying that he is “sad” to be “giving up the best job in the world,” in a speech to the nation Thursday outside No. 10 Downing Street, his official residence.

It comes after more than 50 members of his own government resigned in the past 48 hours in open revolt against his leadership. Ministers and aides, including several members of his Cabinet, said they no longer had faith in his leadership after a series of scandals, the latest involving an ally accused of sexual misconduct.

While resigning as leader of the Conservative Party, Johnson insisted he would continue to serve as prime minister until his successor is chosen — despite criticism from many lawmakers from his own party who insisted he should step down now.

Johnson rose to power on a promise to “get Brexit done.” He secured a huge parliamentary majority for his Conservative Party in a 2019 general election, which he had argued this week gave him a public mandate to stay on. But his popularity with the British public took serious dents through a string of scandals, from police fines over coronavirus lock down parties to the cost of decorating his official home. On Thursday he woke up to another wave of resignations by government officials and party members declaring that the embattled prime minister must step down immediately.



# Delay and deflect: How women gig workers respond to sexual harassment

These days, we use apps to order food, call ride-sharing vehicles, assign home improvement tasks and personal errands. But these apps depend on people to deliver the promised service — to deliver food, provide rides and complete tasks. These gig workers use the apps to find work, and in North America, nearly half of these service workers are women.

Platforms that provide gig services use powerful algorithms, artificial intelligence and big data to provide access for millions of gig workers and customers. That was how these platforms were able to disrupt established industries, like taxi and delivery services.

However, women gig workers deal with bias and harassment in the workplace. Women Uber drivers, for instance, earn less, feel unsafe and experience unwanted advances and sexual assaults.

## Feeling unsafe and powerless

Gig workers are rated for their performance on the platforms they use to provide the service. We interviewed 20 women gig workers and found that women gig workers experience harassment on the job, and develop response mechanisms to protect their ratings and future work opportunities.

Women drivers felt that they faced more scrutiny from customers regarding their driving skills and how they were dressed, and this sometimes affected their ratings. Some women workers noted that they did not enjoy driving passengers because they felt unsafe and judged.

# Union claims hospital violence against workers on rise

Remaining tensions from the COVID-19 pandemic and hospital staffing shortages are fuelling already high rates of violence — including sexual harassment and assaults — against Ontario's mostly female hospital workforce, the Ontario Council of Hospital Unions and the Canadian Union of Public Employees claim.

The unions released on Thursday a report of a poll of 2,300 union staff from across the province, 550 of whom are in eastern Ontario, including staff at Kingston Health Sciences Centre and in hospitals in Ottawa, Cornwall and Brockville.

The polling was conducted by Oracle Research on behalf of CUPE between May 17-24. Respondents said they have experienced a surge in physical and sexual violence against women, racially motivated attacks and a large increase in the use of weapons, such as guns and knives, against hospital staff, according to the OCHU/CUPE news release.

The poll found that 71 per cent of eastern Ontario respondents experienced physical violence, eight percentage points higher than the 63 per cent who said they experienced physical violence provincially.

Fifty-three per cent of eastern Ontario staff said they have witnessed an increase in violent incidences during the COVID-19 pandemic, on par with the provincewide poll.

# Amid rising violence hospital creates own in-house security team

With on-the-job violence directed at health-care workers spiking provincewide, Sudbury hospital stepping up anti-violence campaign with a Behavioural Escalation Support Team to provide education and support to HSN care teams and creating new in-house security team

The stress of the pandemic and hospital staffing shortages are contributing to higher rates of violence in the workplace for front line workers in Ontario hospitals, said a new poll conducted by Oracle Research for CUPE (Canadian Union of Public Employees).

Details of the poll were released Tuesday and showed "a disturbing pandemic surge in physical and sexual violence against women and racially motivated attacks," said a CUPE news release.

CUPE said there was also "a large increase in the use of weapons like guns and knives against hospital staff. The poll found that 63 per cent of respondents experienced physical violence and 53 per cent report an increase in violence targeting them or a co-worker during the COVID-19 pandemic."

Nickel Belt New Democrat MPP France Gélinas said she is endorsing CUPE's call for better protection of hospital workers and said she is prepared to re-table a bill that would expose the problem of violence and harassment against nurses and other health care workers.

# Sexual violence is deeply rooted in Canadian sports, experts say. What's the fix?

With sexual assault allegations against multiple junior hockey players at a 2018 Hockey Canada event in the spotlight, attention has been drawn to the national hockey body's handling of the incident.

In May, TSN reported that Hockey Canada had settled an alleged sexual assault lawsuit involving eight members of the 2018 World Juniors championship team.

A woman alleged that members assaulted her while she was intoxicated in a hotel in London, Ont., following a Hockey Canada Foundation celebration event.

On June 2, a motion was passed in Canada's House of Commons asking the House to "call Hockey Canada before the Standing Committee on Canadian Heritage to shed light on its involvement in a case of alleged sexual assaults committed in 2018."

Hockey Canada's president and COO Scott Smith testified on June 20 that the organization has received one to two allegations of sexual assault per year for the past five or six years.

Smith and outgoing CEO Tom Renney said that players were not required to cooperate in the investigation; instead, players were "encouraged" to cooperate.

# WFH Takes a Toll as UK Workplace Bullying Claims Surge

WFH may not be working for everyone. A record number of bullying claims have featured in lawsuits at the UK's employment courts over the past year, in a sign that while working from home is welcomed by many, it's also contributing to tensions for others.

Employment tribunals, which hear actions brought against employers by workers, saw a 44% surge in cases that included bullying allegations, according to employment law firm Fox & Partners. The number jumped to 835 suits in the 12 months through the end of March, compared with 581 in the previous period. Employees can't sue employers directly for bullying but can include it under discrimination or whistle-blowing claims.

The sharp increase shines a light on problems companies may be facing in dealing with problematic behavior in and out of the office. UK Home Secretary Priti Patel settled a tribunal case involving bullying claims by a senior civil servant last year.

The increase could be a wake up call for many firms and shows that leadership teams have "struggled to maintain healthy workplaces during the shift to hybrid working," said Ivor Adair, a partner at Fox & Partners.

Examples the firm gave included patterns of bullying that are hard to identify such as leaving colleagues out of remote meetings, gossiping on messaging apps, and making cutting remarks on video calls that are hard to address.



# Leaked Uber Files reveal history of lawbreaking, lobbying and exploiting violence against drivers

Thousands of leaked confidential files reveal a treasure trove of sketchy and unlawful behavior from Uber. The Uber Files, which were originally shared with The Guardian and the International Consortium of Investigative Journalists, show a company that has knowingly broken laws, gone to extreme lengths to avoid justice, secretly lobbied governments, received aid from top politicians and exploited violence against drivers to drum up business.

The damning leak of more than 124,000 documents, now known as the Uber Files, spans a five-year period between 2013 and 2017. It covers Uber's operations across 40 countries when Uber was still run by co-founder Travis Kalanick, who took an aggressive approach to bringing the ride-hailing service into cities around the world, even when doing so would break local laws and taxi regulations.

Mark MacGann, a lobbyist who led Uber's push to win over governments in Europe, the Middle East and Africa, has come forward as the source who leaked the documents, according to The Guardian. He decided to speak out because he believes Uber knowingly broke laws in dozens of countries and misled people about the driver benefits of the gig worker model.

# Hamilton hospital workers face 'horrific rates of workplace violence': CUPE poll

Hamilton hospital staff have seen a rise in violence against them since the pandemic started, according to a new poll conducted for the Canadian Union of Public Employees (CUPE).

The poll of more than 2,300 CUPE members in Ontario — 506 of which were in Hamilton — included registered practical nurses, personal support workers, health care aides, administrative staff and cleaning staff. The poll was conducted from May 17 to 24 and local results were released Tuesday.

Of those local respondents, 64 per cent reported experiencing physical violence at their workplaces, 57 per cent said they experienced sexual harassment and 39 per cent reported experiencing sexual assault like groping.

Over half of respondents said there has been a rise in violent incidents since the pandemic began in March 2020.

Dave Verch, a registered practical nurse in Ottawa and first vice-president of CUPE's Ontario Council of Hospital Unions (OCHU), saying the results show "horrific rates of workplace violence."

"If you want an explanation as to why people are leaving health care ... at least part of the explanation is in this poll."

# Can tech help companies comply with Bill 168?

Following the introduction of Bill 168 – Preventing Workplace Violence – in Ontario, every workplace has to do five things to be compliant with these new regulations: have a risk assessment done every year; put in place an incident reporting system; have training on how to handle situations of harassment of workplace violence; do an independent investigation when there is a complaint of harassment; and have zero-tolerance policy statement.

Ontario isn't the only province to have introduced such legislation, but it is a good example of the complexity of harassment and violence-centered legislation and how difficult it can be to navigate all its moving parts to ensure compliance.

The matter has been gaining a lot of traction from tech companies, who are looking to innovate the way businesses and organizations handle workplace violence.

“We wanted to look at the causes [of workplace harassment]. Like a lot of the ideas in health and safety, that is a symptom, not a cause.” Says Michael Rosenberg, President, AI2HR. AI2HR is a predictive tool which provides data to employers and relevant teams (safety, HR) to help pinpoint issues and improve a company's response to workplace violence and harassment.



# No one surprised by police sexual assault allegations, reads RNC workplace review

A review of the Royal Newfoundland Constabulary's work environment found a police force dealing with morale issues, poor communication, resentment, suspicion of favouritism, fear of discipline and a system of promotion that pits members of the force against each other.

What's more, the 66-page report written by lawyer Harriet Lewis, says staff members — some of whom are no longer with the force — weren't shocked by allegations of sexual offences made public by ongoing legal actions. The timing of the review coincided with the conviction of Doug Snelgrove and civil actions against other officers.

"Few admitted to actual knowledge of such behaviour by fellow officers," wrote Lewis.

The review involved officers of all ranks and civilian employees of all positions. Lewis wrote civilian staff believe they are not respected, that their work is undervalued and that they are underpaid.

# How to build an LGBTQ2+ inclusive workplace

It's not enough to pink wash your logo or sponsor a parade float during Pride Month.

If you're serious about recruiting and retaining LGBTQ2+ employees and their allies, you need to do some heavy lifting year-round.

The first job is transforming your workplace into a safe space where everyone feels welcome and free to be themselves. "The world is not a safe place when you don't fit into a certain box," says Michael Bach, CEO of CCDI Consulting and author "Alphabet Soup: The Essential Guide to LGBTQ2+ Inclusion at Work."

"This concept is difficult to understand if you are in the majority. Most women who have been sexualized or objectified, or who have otherwise been the target of sexism, understand it. Most people of colour understand it, having experienced subtle or overt acts of racism. Most people with disabilities understand it, having been forced to navigate a world that is designed for the able-bodied. And most LGBTQ2+ people understand it, because even if they have never personally experienced violence or discrimination because of their sexual or gender diversity, they've certainly witnessed it."

# Accused in sexual interference investigation charged a second time

A London man charged earlier this month as part of a sexual interference investigation has been arrested again, according to police.

On Saturday, 55-year-old Bradley William Turner allegedly attended the workplace of one of the young women from a previous incident.

Police were contacted, the accused was arrested and charged with fail to comply with release order.

As CTV News reported on July 8, just after midnight on June 24, police say a girl requested a pick-up from a ride-share service in the north end of the city.

Five teenaged girls were picked up by a man and while on the way to the address they requested to be dropped off at, police say the man engaged in conversation with the girls, offering money in exchange for sexual services.

# RNC workplace report fails to address most damning allegations, lawyer says

The lawyer representing women accusing Royal Newfoundland Constabulary officers of sexual assault calls a report reviewing the force's work environment "mindblowing" and a whitewash instead of addressing substantive problems in the force.

The Department of Justice released lawyer Harriet Lewis's 66-page report on Friday. It said some RNC members weren't shocked by allegations of sexual offences and noted a few also "admitted to actual knowledge of such behaviour."

"I think that it speaks to a widespread culture of dysfunction and a tolerance for sexual abuse," said Lynn Moore, who is representing eight women proceeding with a civil cases against officers.

Moore says one statement of claim for that matter was already filed in court regarding a police officer who was allegedly sexually assaulted by another police officer.

She says the other seven women will be in court in August to obtain what's called a Jane Doe order in an attempt to protect their identities and privacy.

# More than half of Sudbury hospital care workers say they have been sexually harassed, assaulted

A new CUPE poll has found more than half of Sudbury hospital nurses, PSWs and other staff are being subjected to high rates of sexual violence.

A poll by Oracle Research found 53 per cent of Health Sciences North workers said they experienced sexual harassment or sexual assault while on the job.

The poll also found that 60 per cent of HSN and northern Ontario respondents experienced physical violence, 65 per cent said they witnessed an increase in violence incidences during the COVID-19 pandemic and 53 per cent report feeling depressed and emotionally exhausted because of the overall work conditions.

There was also a 28 per cent increase in reports of the use of guns or knives against staff, 10 per cent higher than the provincial average.

"Of all occupational groups, health care workers bear the greatest risk of workplace violence," said Melanie Viau, francophone vice-president for OCHU/CUPE.

# Tackling active shooters – how organizations are getting it wrong

Nobody wants to have to deal with the potentially tragic fallout of an active shooter situation – but organizations are often too focused on emergency responses than prevention, according to a risk management specialist.

As of July 12, there had been 333 mass shooting incidents in the US since the start of this year – already nearing the 335 logged by the Gun Violence Archive for the whole of 2018.

This included the mass shooting at Robb Elementary School in Uvalde, Texas, in which 19 children and two adults were fatally wounded, and the Illinois Fourth of July Highland Park shooting in which six were killed. It was, however, before the most recent mass shooting on July 17 at a mall in Indiana, in which four people were killed.

“There are too many mass shootings for the US media to cover,” declared a Washington Post headline in July.

The country is not alone in facing up to tragic events, though they may be increasingly common. Communities across the globe, from London to Nova Scotia to Christchurch and beyond have experienced deadly attacks in recent years.

# Sudbury not escaping rise in hospital violence, union council says

Violence against hospital workers across Ontario is surging and Sudbury is no exception, hospital unions say.

A new poll that includes Health Sciences North's front-line hospital registered practical nurses, personal support workers, administrative, cleaning and other staff reveals a pandemic increase in physical violence, sexual assault and racially-motivated attacks against them, the Ontario Council of Hospital Unions of the Canadian Union of Public Employees said in a release Tuesday.

Polling conducted by Oracle Research May 17-24 shows that Ontario's hospitals are "increasingly toxic and dangerous workplaces," according to the union hospital council.

Sharon Richer, the secretary-treasurer of CUPE's Ontario Council of Hospital Unions, alleged that violence against a workforce that is more than 90 per cent women in the case of HSN is "not only tolerated, but sadly, largely ignored."

This surge in physical and sexual violence against women and racially motivated attacks comes against a backdrop of severe unprecedented staffing shortages and vacancies in our hospitals, the union's hospital council said.

# Health care in crisis, Part 2: Ontario's top nursing advocate on a system that's 'sinking — and sinking fast'

Matt Gurney: Just as a place to start, can I ask for your sense of where the health-care system stands at present?

Cathryn Hoy: I have just returned from the Council of the Federation meetings, with all the premiers. And our message to them was that we are on the brink of collapse. I do not agree with that anymore. This is the collapse. It's happened and is happening. We are actually on the Titanic. We are sinking, and we are sinking fast. That is the truth of what is happening in health care. People are going to die unnecessarily. They don't have to.

Gurney: Well, normally I'd try to ease you into the heavy stuff, but we're off to a roaring start here, so let me just say this: I'd guess that it isn't that people are going to die. I'd imagine people have died and are dying unnecessarily right now.

Hoy: They are. They are, absolutely. People are not getting their chemo treatments like they should be getting them. We are extending the life of people with cancers we could have beaten, but now, we missed the window. People are coding in hospitals without enough nurses to respond. The available staff is not able to provide support to everyone that needs it. Some hospitals have a third of the staff that they should in an ICU department, where we have the most critically ill patients. When you have seven nurses for 25 patients, someone is at a huge risk of dying, because seven nurses cannot cover 25 ICU patients.



# St-Onge suspends funding to GymCan until it signs with safe sport office

Canada's Sport Minister Pascale St-Onge is freezing Gymnastics Canada's funding until the national federation signs on with the new Office of Sports Integrity Commissioner.

St-Onge said Thursday that she informed GymCan's CEO Ian Moss last week that the federation needed to accelerate their process to sign up, or their funding would be suspended until they completed that requirement.

The minister said it was effective immediately.

The news comes on the heels of more than 500 gymnasts calling on St-Onge to do exactly that. St-Onge froze Hockey Canada's funding in the wake of the national organization's handling of an alleged sexual assault and out-of-court settlement.

"I understand the sense of urgency that motivates these athletes and I share their call for meaningful change," St-Onge said in a statement. "It has been my main focus since I was appointed, to work with the tools I have and move toward solutions that encompass our sport system.

"One of those main solutions is the new Office of Sports Integrity Commissioner (OSIC). It is fully independent and responds to what athletes and organizations have been asking for."

# Vancouver Park Board publicly accused of toxic workplace culture

During Monday night's park board meeting in Vancouver, a man who claimed he was an operations worker for the city did not hold back, making some serious allegations about workplace bullying and harassment.

"I've witnessed widespread fear of management. I've been subjected to racism in the workplace by supervisors. I've witnessed repeated violations of the city's current bullying and harassment policies," said Jose Raphael.

Raphael felt compelled to speak to commissioners when the board was discussing its new code of conduct policy, one of the items on the agenda. However, he was cut off mid-sentence by board chair Camil Dumont.

"Jose, I am just going to stop you for a second. What you're describing sounds very serious and I've just been informed by our general manager, it's clearly a human resources matter. And your presence here, may have repercussions for yourself and so on," he said.

# OCHU: 'Alarming' workplace violence in northern hospitals

An Ontario Council of Hospital Unions/CUPE poll reveals "alarming findings" from North Bay and northern Ontarian hospital staff members when it comes to workplace violence.

A northern Ontario-specific segment of data gleaned from a larger pool of 2,300 front-line hospital sector members across Ontario was released Wednesday by OCHU/CUPE. Polling was conducted by Oracle Research from May 17–24.

OCHU/CUPE says front-line hospital registered practical nurses (RPNs), personal support workers (PSWs), administrative, cleaning, and other staff at North Bay Regional Health Centre and other northern hospitals report a pandemic surge in physical violence, sexual assault and racially-motivated attacks against them.

For the first time, since CUPE began surveying its large (90,000-plus) health sector membership about their experiences with workplace violence, participants in this latest poll were asked about violent incidents involving weapons including, knives, guns, and sticks. Although no comparable data point is available, the survey records the use of such weapons against staff.

# Assembly of Manitoba Chiefs to hold non-confidence vote on ousting Grand Chief Dumas

On Aug. 5, the Assembly of Manitoba Chiefs will vote on whether to remove Arlen Dumas as Grand Chief.

The AMC said Wednesday that a non-confidence vote has been scheduled, following an independent investigation that found Dumas engaged in workplace sexual harassment.

If the vote passes, AMC will hold a byelection for the role of Grand Chief at a later date. Dumas, a member of Mathias Colomb Cree Nation from Pukatawagan, has held the position since July 2017. He won a bid for a second term last summer.

In 2019, Dumas took a leave of absence after being accused of sending unwanted messages to a woman.

The current workplace investigation began in March of this year after a complaint against him from a senior AMC staff member. He remains suspended without pay.

# State launches new hotline for workplace sexual harassment complaints

Earlier this year, Governor Kathy Hochul signed into law S.812B/A.2035B, which amended the New York State Human Rights Law, N.Y. Exec. Law § 296, to require the establishment of a state-wide, toll-free, confidential hotline for complaints of workplace sexual harassment. On July 19, 2022, Governor Hochul announced the launch of this new hotline.

New York employees may now call 1-800-427-2773 to receive free legal counseling regarding any complaint of workplace sexual harassment or to submit a complaint regarding such harassment. The hotline will operate during regular business hours and will be staffed by a team of pro bono attorneys for the New York State Division of Human Rights (“Division”).

Once a call is received, Division staff will provide the caller with information about how to file a sexual harassment complaint with the agency and, if the caller is interested, will connect them with the name and contact information of a pro bono attorney for further assistance.<sup>1</sup> Although these referrals are intended to provide timely legal advice, they supplement, rather than replace any of the Division’s normal complaint processing procedures, which do not require representation by counsel.

## Employer Next Steps

While additional guidance from the New York State Department of Labor is expected, the law makes clear that information about the workplace sexual harassment hotline should be included in materials employers provide to employees regarding sexual harassment.

# What you need to know before launching a workplace investigation and some better options

I have often remonstrated in these pages against the workplace investigation industry. It is a boondoggle enriching its members for little (and simple) work while charging credulous employers large amounts for providing little (or no) value.

In dismissing an employee, there is no legal obligation to conduct any investigation, contrary to that industry's preachings and the courts have made it clear that if an employer has just cause to fire an employee, it does not matter one whit whether it conducted any investigation before coming to its decision.

The workplace investigation industry has a practice of conducting multi-day investigations that drag out over weeks or more, thereby destroying morale and rendering untenable the continued employment of the person being investigated, even when they are entirely innocent. As the investigation proceeds over those weeks, dysfunction reigns in that workplace, and the person investigated is deprived of any real protection.

# Workplace aggression and the case for calm

With one in five employees experiencing threats, managers must be masters in conflict resolution. I was interested to read last week's Free Press editorial on Premier Heather Stefanson's Twitter-finger criticism of the city's police chief and the furor it has caused. Was her interference a political calculation to win votes or was she simply taking up someone else's cause and promoting their aggression?

While we don't have a specific answer, her very public interference in a city issue has literally surprised and stumped other key leaders and stakeholders. What was the purpose? Quite frankly, her behaviour could be seen as a form of workplace aggression but one that is being played out at the highest level and in the media.

Yet this level of tension and aggression is also playing out in very ordinary workplaces. In fact, a recent survey by Lifeworks, a global leader in employee well-being services, identified that 20 per cent of Canadians have experienced conflict or aggression, especially when dealing with the public and/or clients. The study also reports that aggression is 60 per cent more likely to happen to managers. While this can be partially explained by COVID-19 stressors over the past two years and/or the desire of many employees to retain their remote work status, new workplace factors such as staff shortages, staff burnout, the demand for higher wages and general recruitment difficulties are all playing a role. Add to that our economic challenges such as the supply chain, inflation and gas prices.

# Creating a workplace that is LGBTQIA+ friendly

Every June, rainbow flags hang from lampposts and decorate shop windows — sometimes in the unlikeliest of places. With every passing year, Pride Month reveals how mainstream and ubiquitous LGBTQIA+ people have become, reminding us just how progressive Canada is within the global context of our community. [...]

A common courtesy is making sure to use neutral pronouns and terms when you're asking about your co-worker's partner. In other words, try not to be presumptuous.

A few more rules of thumb around the office can include:

- Encourage the use of pronouns in email signatures and in any other platforms the company utilizes, such as Asana and Slack.
- Be mindful of any comments, remarks, or jokes you make in the workplace. Avoid gendered jokes or clichés that might alienate someone.

If a person applied to your company with one name but they use another name at work, ask which they feel most comfortable with and make sure that other employees use that name as well.



# Hospital unions call for action against a 'pandemic surge' in violence

THUNDER BAY — Two hospital unions representing frontline staff in Northern Ontario hospitals are demanding that hospital administrators and the Ontario government do more to combat violence against workers.

The Canadian Union of Public employees and Unifor say hospitals across the province are becoming "increasingly toxic and dangerous" workplaces, especially for women.

They allege that violence and vitriol against a 90 per cent female workforce is not only tolerated, but largely ignored.

During a joint virtual news conference Tuesday, CUPE and Unifor outlined the results of an Oracle Research poll of 2,300 frontline hospital staff, including workers in Northern Ontario.

They said it showed a disturbing "pandemic surge" in physical and sexual violence against workers.

In selected hospitals in cities such as Thunder Bay, Kenora and Sault Ste. Marie, 91 per cent of staff are female.

According to the unions, more than half of 239 Registered Practical Nurses, cleaners, clerical and other staff who were polled at St. Joseph's Care Group, Lake of the Woods Hospital, Sault Area Hospital, and hospitals in Sudbury and North Bay reported being sexually harassed, while 38 per cent have experienced sexual assault.

# 55% of Lakeridge hospital staff physically assaulted at work

Lakeridge Health Centre registered practical nurses, personal support workers, cleaners, porters and clerical staff polled recently report that pandemic tensions are subjecting them to increasing violence at work. 55% of them report that they have experienced physical violence and 52% have witnessed an increase in violent incidences during the COVID-19 pandemic.

Front-line staff at Lakeridge Health were included in a province-wide sample of 2300 surveyed by Oracle Research on behalf of CUPE May 17-24.

Regardless of the geographic region respondents are polled from, the disturbing levels of physical & sexual violence against the hospital workforce, who are predominantly female is a province-wide problem, that must be taken much more seriously by the Ontario government and hospitals, says Sharon Richer secretary-treasurer of CUPE's Ontario Council of Hospital Unions.

Because of the conditions at work over the last two and half years, 53% report feeling depressed and emotionally exhausted.

41% of all categories of Lakeridge Health hospital workers polled experience sexual harassment and 33% experience sexual assault. 16% report an increase in the use of guns or knives against staff. 49% of the respondents identify poll as racialized. 72% of them report they are subject to harassment or abuse because of their race or appearance. That's slightly higher than the 71% average on CUPE's provincial poll.

# Better access to justice for Ontario victims of sexual assault, intimate partner violence and those who have experienced workplace sexual harassment

Today, the Honourable David Lametti, Minister of Justice and Attorney General of Canada, accompanied by Gary Anandasangaree, Parliamentary Secretary to the Minister of Justice Attorney General of Canada, the Honourable Merrilee Fullerton, Ontario Minister of Children, Community and Social Services and Deepa Mattoo, Executive Director, Barbra Schlifer Commemorative Clinic (BSCC), announced funding for three projects to support victims of sexual assault and IPV and people who have experienced workplace sexual harassment in Ontario. These initiatives build on legislative changes our government has made to the Criminal Code, most recently through Bill C-28, which ensures that individuals who consume drugs and/or alcohol in a criminally negligent manner are held criminally responsible if they harm others while extremely intoxicated.

The Ontario Ministry of Children, Community and Social Services will expand services and access to the Family Court Support Worker Program (FCSWP) for victims of intimate partner violence in the family court process. With this project, they will:

Increase the delivery of services from a number of program partners throughout the province, with a focus on rural and remote communities where client access to services is hindered due to geographical circumstances.  
Strengthen coordination with, and referrals to, other community services that help victims of intimate partner violence as they leave abusive relationships, such as victim services (Victim Crisis Assistance Ontario Program), sexual assault services, shelters/Transition Housing Support Program, legal services, income support programs (Ontario Works, Ontario Disability Support Program), health care organization/counselling, and others.

# Online abuse: HR's responsibilities in hybrid harassment

So, what are your responsibilities as an HR leader in Ontario? Under the OSH Act, every employer in Ontario must prepare and review a policy on workplace violence, annually regardless of the number of employees. If there are fewer than six employees then the policy can be a verbal policy, however, if there are six or more employees the policy must be in writing.

According to Bergeron, this workplace violence policy should do the following;

- The CEO of the future needs resilience and empathy – not 'killer instinct'
- Show an employer's commitment to protecting workers from workplace violence
- Address violence from all possible sources (for example clients and customers)
- Clearly outline the roles and responsibilities of everyone within the workplace
- Must be dated and signed by the highest level of management such as the President of the company or CEO.

# What're employees' rights when job is harming their mental health

When one-third of a person's week-day existence is spent in an environment that seems to be either triggering existing mental health conditions, or creating new ones, quitting may appear to be the correct move.

But Antonio Urdaneta, an employment law expert and founder of Workplace Legal, says there are other avenues to explore first.

First is accommodation. Under provincial human rights codes and the Canadian Human Rights Act, employers are required to accommodate disabilities, including mental health disabilities.

Employers are required to accommodate disabilities to the point of undue hardship. To determine undue hardship, the employer must consider factors such as costs and health and safety risks, according to the Human Rights Legal Support Centre (HRLSC). Factors that may not be considered include “undue business inconvenience, resentment or hostility from other co-workers, the operation of collective agreements or customer preferences.”

# Women, racialized healthcare workers face violence in workplace

On the job violence is nothing new for healthcare workers, but a new report shows the issue has been exacerbated by the pandemic, with 34 per cent of respondents saying they have experienced more violent incidents than before.

The survey, which covers the Guelph and Wellington County region, was released by the Ontario Council of Hospital Unions and Canadian Union of Public Employees.

The poll indicates the healthcare workforce is made up of 93 per cent females and 27 per cent racialized people.

“I just want to get across, if these were police officers or firefighters things would have been done a long time ago,” said Sharon Richer, secretary treasurer of OCHU and CUPE.

With healthcare being a female-dominated workforce, Richer said it should matter that violence is being perpetrated against them and these problems need to be addressed.

# DOJ funds projects to help victims of sexual harassment, sexual assault, intimate-partner violence

The federal Department of Justice (DOJ) is funding three projects aimed at facilitating access to justice in Ontario for victims of sexual assault or intimate-partner violence, and persons who have experienced sexual harassment in their workplace.

“These three projects are great examples of innovative approaches to ensuring that all Canadians can feel safe, supported and respected,” Justice Minister David Lametti said in announcing July 26 more than \$6 million in total funding for the projects, over five years.

A DOJ press release states that part of the funding builds on a string of Criminal Code reforms, including legislation enacted by Parliament last month (Bill C-28), which restricts the use of the self-induced extreme intoxication defence in prosecutions for violent crimes, including sexual assault.

# Reports

- United Church updates their violence and harassment policy





# United Church: Revised Workplace Discrimination, Harassment, and Violence Response Policy

The United Church of Canada believes that all people are created in God's image and all people deserve the same human rights and freedoms.

To provide safe environments for work, worship, and study that are free from discrimination, harassment, and violence, the church has revised its [Workplace Discrimination, Harassment, and Violence Response Policy](#).

The new policy builds on the framework of the previous policy, with the following inclusions and amendments:

Format of policy has been updated and revised

Wording has been simplified

A section applicable to international complaints added

Definitions according to provinces

Section addressing retaliation

Flow charts documenting the Responsible Bodies, and Informal and Formal Resolution processes