

June 2022

Environmental Scan

On social media

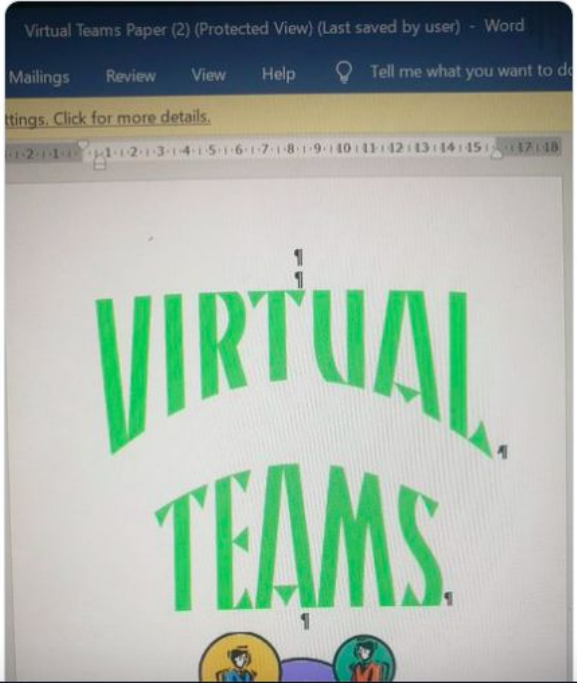
- Future of work
- Return to physical office
- Sexual harassment allegations
- NDAs





Gaveen Cadotte
@GaveenCadotte

Over 20 years ago, as part of my student job (FSWEP), I wrote a short guide on Virtual Teams because this new organizational form was seen as destined to be part of the [#FutureofWork](#). I sourced an academic article from 1996 that stated:



Gaveen Cadotte @GaveenCadotte · Jun 5

...

Replying to [@GaveenCadotte](#)

"The virtual team, an exciting new [organizational] form will enable organizations to become more flexible by providing increased productivity... [They] will also address new workforce demographics, where the best employees may be located anywhere...and where workers demand..



Gaveen Cadotte @GaveenCadotte · Jun 5

...

...increasing technological sophistication and personal flexibility. - Townsend et al. (Academy of Management Executive Journal, 1996)





J.-F. Claude
@JFClaudeMSM



#GC Tweeps!

Satisfy my curiosity... Has your department/agency declared itself to be “remote by default”, and sticking to it, i.e, the new normal post-pandemic is #WFH like you’ve been doing for the past 2+ years?

7:34 PM · Jun 2, 2022 · Twitter for iPhone

4 Retweets 2 Quote Tweets 25 Likes



Crofton Steers @CroftonSteers · Jun 3



Replying to @JFClaudeMSM

My department is embracing a hybrid flexible model that is kicking off officially in September. It seems very well considered. No mandatory **return to office** days. That said, my wife, at another department, is being told that everyone has to come back to office in some capacity.



Bruce Grant @BruceJGrant · Jun 2



Replying to @JFClaudeMSM

Also interesting to note that normally a significant change requires a detailed business case. The pandemic & public health caused an unprecedented change to how we work (and to our homes, as they became our offices). Where is the business case for “**return to office**”?





Randy Evans @RandySEvans · Jun 9



When it comes to agencies' **return to office** plans and telework, employees are struggling to feel heard. [#ReturnToWork](#) [#Government](#)
[@FederalNewsNet](#) [#cdwsocial](#) [dy.si/K2YK4f](#)





Tess | She / Her 
@TessaNFranklin

If someone in my ward was in the middle of workplace sexual harassment investigations I'd be talking about it. Not because it's a "voter issue" but because silence is what lead to me being a victim. Ottawa has a culture of silencing victims and it needs to change.

[#OTTpoli](#)

11:12 AM · Jun 9, 2022 from Ottawa, Ontario · Twitter for iPhone

5 Likes



Theresa Boyle 
@theresaboyle

Bill proposed to ban NDAs for victims of workplace sexual harassment and abuse [@cbmsilence](#)



19thnews.org

'They want you to feel alone': New bill aims to ban NDAs for victims of workpla...
Nondisclosure agreements keep harassment allegations from reaching the public and are used by U.S. corporations to purchase victim silence.

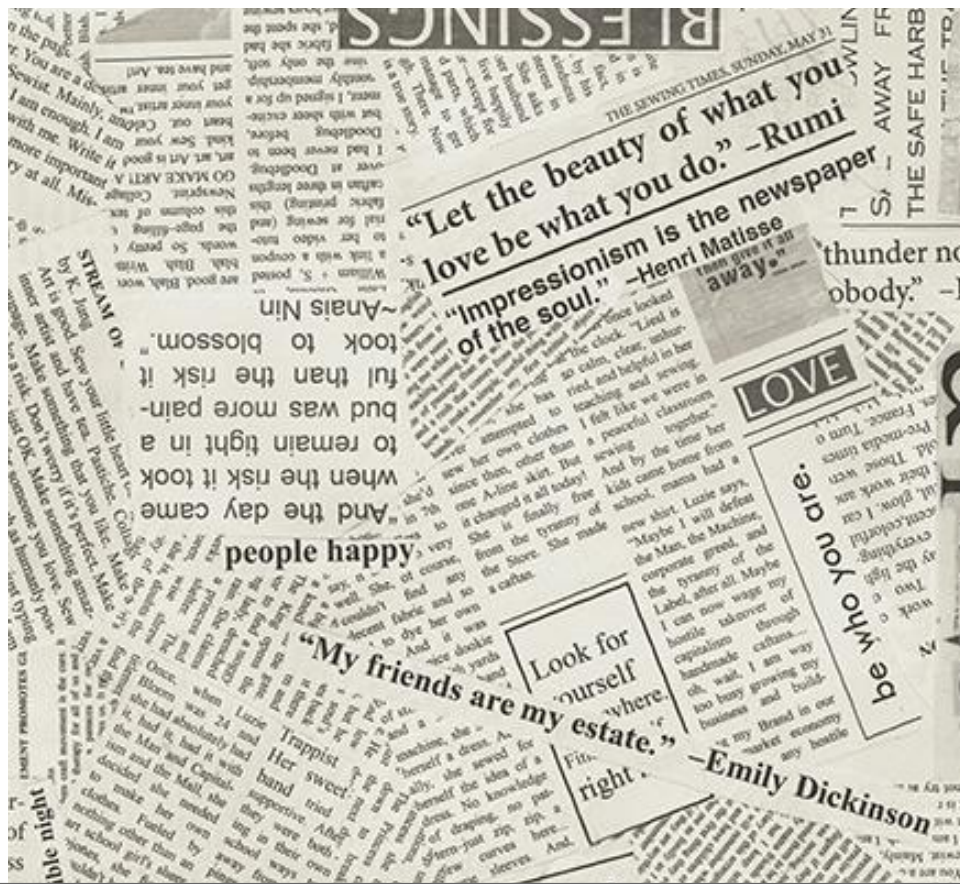
6:55 PM · Jun 29, 2022 · Twitter for iPad

9 Retweets 2 Quote Tweets 24 Likes



In the news

- Toxic culture in Canadian military
- Toxic workplace at Elections NL
- Harassment and discrimination in Toronto Police force
- AFN National Chief under review
- Sponsors pulled from Hockey Canada because of sexual assault case



Report on harassment complaint from ex-CAO reveals why Charlottetown councillor was sanctioned

Negative comments on a performance review were one of the factors that led former Charlottetown CAO Peter Kelly to file a harassment complaint against Councillor Bob Doiron in 2019, according to documents obtained by CBC News through a freedom of information request.

As a result of that complaint and the ensuing investigation, six of Doiron's council colleagues eventually voted in March of 2020 to dock the councillor three months' wages, the equivalent of \$10,000.

The city's code of conduct bylaw does allow for such a pay suspension, but Doiron maintains to this day the penalty he received was 20 times higher than the maximum \$500 fine allowed under the province's Municipal Government Act.

PSAC-UNDE: Government must address toxic culture in Canada's military after damning external review

The external review into Canada's military released this week highlights the sheer magnitude of systemic violence and harassment which has impacted thousands of workers of the Canadian Armed Forces and PSAC civilian members at the Department of National Defence (DND).

Led by former top United Nations official and Supreme Court justice Madame Louise Arbour, the report is a biting critique of the military's toxic workplace culture and decades-long resistance to change.

"We know that one report will not 'fix' systemic violence and harassment. But this report is a tool that we will use to push the government towards meaningful and concrete actions," said Union of National Defence Employees (UNDE) National President June Winger, representing more than 18,000 members working at the Department of National Defence.

Workplace sex assault investigation caused 'most difficult 7 months of my life,' transit worker says

A Canada Line attendant who alleges she was sexually assaulted and harassed by her boss at a company party has filed suit against her employers, alleging she was left traumatized and unable to work because of their investigation into the incident.

A.H.'s lawsuit says she chose not to speak up about what happened to her at the time of the 2010 party, but was compelled to participate when Protrans B.C., which operates the rapid-transit Canada Line in Metro Vancouver, opened an investigation 11 years later. Because she is the alleged victim of a sexual assault, CBC has agreed not to use her full name.

She alleges the company learned about her experience while looking into someone else's complaint against the same supervisor.

A.H.'s notice of claim says she was "profoundly and negatively" affected by the investigation, which ended with no consequences for supervisor A.D., who still has control over nearly every aspect of her working life.

She said she and her husband, who both work under A.D., are now off work because of stress from this process.

"This has been the most difficult seven months of my life, my family's life, all because I told the truth. I now understand why people — women in particular — have been afraid to speak up [about sexual assault]," A.H. told CBC in a written statement.

Report details gaps, improvements in sexualized violence response at King's

An interim report by investigators tasked with probing allegations of sexual assault involving a former professor at the University of King's College has found there is plenty of room for improvement in tackling sexualized violence at the Halifax school, but good work is being done to address challenges.

The University of King's College hired two Toronto lawyers in March 2021 to conduct a third-party review of allegations against longtime professor Wayne John Hankey.

Hankey was facing three criminal trials for charges of sexual assault, indecent assault and gross indecency for incidents involving former students between 1977 and 1988, but he died in early February before any of the trials took place.

Nova Scotia Health orders workplace assessment of cardiac surgery unit amid complaints

Dr. Mohammed Al-Mansob arrived in Halifax in 2018 for a two-year cardiac surgery fellowship with a sense of optimism. After years of working in Saudi Arabia while his family was based in Montreal, he wanted to be in Canada full time.

Al-Mansob, who is originally from Yemen and has permanent residency in Canada, hoped the fellowship in Halifax would lead to a permanent job.

Instead, he got what he describes in a written complaint as a "very painful experience with racism, discrimination, double standards, disrespect and division" from some doctors, trainees and staff connected to the cardiac surgery division of Nova Scotia Health and, in some cases, Dalhousie University's medical school.

Al-Mansob, 43, is one of three doctors with international training who talked to CBC about the problems they experienced during their time in Halifax, concerns that have contributed to the health authority recently launching an independent workplace assessment of the cardiac surgery division.

Five House harassment complaints filed against MPs in 2021-22

A total of eight workplace harassment complaints were filed with the House of Commons in 2021-22, five involved the MP as the respondent.

The number of harassment complaints filed with the House of Commons quadrupled between 2020-21 and 2021-22, from two to eight -- a jump reps with the House's human resources directorate say has much to do with increased awareness and fewer people working from home as a result of COVID-19.

Column: Add civilians and stir? Meaningful culture change in Canada's military won't be an easy job

Last week, former Supreme Court Justice Louise Arbour released her long-anticipated Independent External Comprehensive Review of the Department of National Defence and the Canadian Armed Forces (CAF). Her report focuses on sexual misconduct and leadership as relates to culture. It contains important recommendations and is poised to make a significant contribution to military culture change, depending on how it is taken up and implemented.

Article content

One key premise behind Arbour's recommendations is that increasing external civilian input will help shift the military's problematic culture by dismantling its insular nature.

The report does not recommend the establishment of a long-term external civilian oversight body as many had hoped. Instead, it calls for the appointment of an external monitor to oversee implementation of the report's recommendations. What this report also calls for is a partial delegation of responsibility from the CAF to civilian bodies, and a greater participation of civilians in military matters.

Recommendations include, for example, moving criminal code sexual offences out of military justice system's jurisdiction; reviewing and potentially eliminating military colleges; including civilian advisers on military promotion boards; and outsourcing some recruitment.

Furey pledges to release report detailing toxic workplace at Elections N.L.

The Newfoundland and Labrador government is finally acknowledging the existence of a report accusing an officer of the House of Assembly of workplace harassment and bullying at Elections Newfoundland and Labrador.

Premier Andrew Furey said Tuesday the report landed on his desk at 4:45 p.m. Monday.

Furey said he will release the report but isn't sure when that will happen. He said he has asked the province's privacy commissioner, Michael Harvey, to redact any information necessary to protect the privacy of people mentioned in the report before its release.

"The report is about officers of the House and some allegations," he said. "I'm going to let the privacy commissioner scrub the report first to ensure that he's doing his due diligence and we're not violating any privacy issues with respect to the individuals in the report."

Furey said he took immediate action to make sure the report goes to the House Management Commission, chaired by Speaker Derek Bennett, where he thinks it best belongs within government.

Coun. Rick Chiarelli 'expects' to run for re-election, says office

Ottawa city councillor Rick Chiarelli, whose pay was suspended for 450 days over behaviour the city's then-integrity commissioner deemed to be harassment — and who is facing new, similar allegations — "expects" to seek re-election in October, his office says.

"Councillor Chiarelli has not yet made any official announcements regarding his intent to run but he expects to," wrote his director of strategic affairs and communications Chantal Lebel in an email Tuesday. She did not respond to followup questions.

Chiarelli was the subject of two damning integrity commissioner reports in 2020 that followed a year-long investigation into allegations of inappropriate and sexually charged behaviour in the workplace.

CBC first detailed in 2019 the allegations of inappropriate behaviour, including pressuring employees and job applicants to go braless to certain work events.

Then-integrity commissioner Robert Marleau found the College ward representative's behaviour qualified as harassment under the city's policies and recommended a 90-day salary suspension for each of five complainants — the most severe penalty available under provincial law. Council approved that suspension.

Woman who filed workplace complaint against Manitoba's top First Nations chief goes public

A woman who filed a complaint against Manitoba's top First Nations chief has made her name public.

Shauna Fontaine took to social media after an open letter was sent to the Assembly of Manitoba Chiefs (AMC) calling on the organization to launch an inquiry into the conduct of Grand Chief Arlen Dumas.

Dumas was suspended in March pending a workplace investigation launched by the AMC following the complaint by Fontaine, who is a senior staff member with the organization.

Fontaine said in a Facebook post on Wednesday she wants the AMC to be more supportive of victims after advocates called on the organization to launch a more fulsome inquiry into Dumas's conduct.

Fontaine, a member of Sagkeeng First Nation, identified herself as the woman who filed a workplace complaint in March against Dumas.

Fontaine, who was unavailable for an interview Thursday, alleges she was harassed, sexualized and assaulted by Dumas and has lived in fear of losing her job for bringing forward her concerns to the AMC where both she and Dumas work.

Mount A students 'disheartened' by closed arbitration process for prof who offended them

In statement issued in April, Mount Allison University, the Mount Allison Faculty Association and professor Rima Azar announced that 'all matters in dispute between them have been resolved.'

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The Mount Allison Students' Union questions whether student complaints against a health psychology professor were taken seriously, given the secretive nature in which an arbitration process took place.

Rima Azar was placed on a seven-month suspension without pay in May 2021 after an investigation into complaints that some posts on her personal blog were racist and discriminatory. An arbitration process took place earlier this year, with hearings held privately.

CBC asked Azar about her status as a teacher. She said she was unable to comment directly for "confidentiality reasons," but noted she has never taught during summer and won't this year. Course timetables show Azar will be teaching classes in fall and winter.

Workplace Harassment Leads to Record Damages Award in Alberta

General damages awards for discriminatory conduct have dramatically increased across Canada in recent years. The trend continued in *Yaschuk v Emerson Electric Canada Ltd* (“Yaschuk”), a recent decision of the Human Rights Tribunal of Alberta (the “Tribunal”).

The Tribunal in *Yaschuk* awarded \$50,000 in general damages — the highest general damages ever awarded by the Tribunal — to a complainant who had been sexually harassed in the workplace. Prior to *Yaschuk*, the highest general damages amount for discriminatory conduct in Alberta was \$35,000. The *Yaschuk* award represents a significant leap and sends a clear message to employers that the Tribunal will not tolerate discrimination and harassment in the workplace.

Discriminatory Conduct in the Workplace

Yashuck involved a complainant who had worked for her employer for several years. During her employment, her supervisor subjected her to ongoing inappropriate sexual commentary and conduct.

When the complainant separated from her common law partner, things escalated. Her supervisor expressed a desire to have an affair with her. He remarked that he had control over her tenure, causing her to fear for her employment, and he made intrusive inquiries into her personal life. When her supervisor learned that she had reconciled with her partner, he reacted angrily and fired her.

The complainant had raised concerns about the supervisor’s behavior with the employer. However, following a brief investigation, the employer concluded there was no merit to her complaints.

My employee has refused to return to the office. What can I do?

As Canadians shift toward living with COVID-19, many employers are recalling employees back to the physical office. For some, this means working in an office environment for the first time since March 2020. This article provides preventative steps to mitigate the conflict and headaches caused by recalling employees to work, as well as solutions if an employee refuses to return to the office.

Consider why your employee is refusing to return to work

Some employees may claim the workplace is unsafe due to COVID-19 and refuse to return to the office. Employers are obligated to provide a healthy and safe workplace under the Occupational Health and Safety Act (“OHSA”). To satisfy this obligation, many employers have implemented mandatory masking and vaccination policies. However, while mandatory masking and vaccination policies may prevent some employees from refusing to work due to allegations of an unsafe workplace, it could result in costly wrongful dismissal claims if employees are terminated due to non-compliance. Balancing these obligations and liabilities is challenging, and consultation with an experienced employment lawyer is recommended.

In addition, some employees may have a human rights ground under Ontario’s Human Rights Code (“Code”) that prevents them from going back to the office, such as family care obligations, and the employer may have to provide accommodations.

PDAC 2022: Rio Tinto unveils changes following workplace survey that uncovered racism, harassment

Rio Tinto (NYSE: RIO; LSE: RIO; ASX: RIO) is designing new reporting mechanisms for its employees and training modules for top leaders to spot “unacceptable” behaviours in the workplace, the company said four months after the release of a report...

Toronto Police Service braces members for 'difficult' week ahead of report on race-based data collection: memo

The Toronto Police Service is bracing its members for a 'difficult' week ahead as it prepares to release the results Wednesday of a report focused on race-based data related to use of force and strip searches.

A separate report on workplace discrimination and harassment within the force is also set to come out Wednesday.

While the contents of the reports have not yet been made public, an internal TPS memo sent out Saturday and obtained by CP24 cautions members of the service that "many of these findings will be difficult to hear."

Report: Former Suns employee alleges she was target of bullying for raising workplace issues

A former manager with the Phoenix Suns organization has resigned after she alleges she became the target of bullying and retaliation for raising concerns about gender equity and other issues, ESPN reports.

Melissa Fender Panagiotakopoulos, who most recently held the title of senior premium experience manager, sent a resignation letter to 16 members of the ownership group as well as human resources last month.

The NBA is investigating majority owner Robert Sarver and the Suns' workplace following an ESPN story last year detailing allegations of racism and misogyny in the workplace.

Panagiotakopoulos, who started working for the Suns in 2007, writes she sent the letter to owners to "make certain this group can influence positive change."

Acting Manitoba grand chief faces misconduct allegations

A high-profile leader called in to replace the province's grand chief, who had been suspended earlier this year amid a sex assault investigation, is facing his own allegation of misconduct, but the longtime chief denies any wrongdoing.

Lawyers for acting Assembly of Manitoba Chiefs Grand Chief Cornell McLean issued a cease-and-desist letter to Lake Manitoba resident Vanessa Maytwayashing on Monday, after she accused McLean of sexual harassment and abusing the power of his office to have her fired as a custodian at the on-reserve school.

"I feel like I was bullied," Maytwayashing told the Free Press.

Maytwayashing said she has repeatedly asked the band to address mould issues in her Lake Manitoba home for the sake of her 10 children, but to date no repairs have been made.

In a post to social media on June 8, she complained about the delays, suggesting they were retaliatory in nature and alleging McLean had made sexual advances towards her, which she rejected.

The next day, Maytwayashing, who worked for Lake Manitoba School as a casual custodian for six months, was called in for a meeting with the principal, and was reprimanded for the post.

Arrest papers: Teen found dead at Colorado Springs Walgreens allegedly had concerns about suspect since last year

COLORADO SPRINGS, Colo. (KKTU) - A teenager killed at a Colorado Springs Walgreens allegedly expressed concerns for a year about the man accused in her death.

According to arrest papers obtained by 11 News Tuesday, then-16-year-old Riley Whitelaw told store managers in 2021 that coworker Joshua Johnson was making advances towards her and she was uncomfortable.

A year after she first made the complaint, Riley was dead and 28-year-old Johnson was in custody on first-degree murder charges.

Police tell 11 News they received a 911 call just before 7 on the evening of June 11. The man on the line said a body had been found in the break room at the Walgreens off Centennial and Vindicator.

“Several police cars came speeding into the parking lot, and I looked out my window, which is right across, and they went inside, went in circles around the building, and then came out and they were here for hours,” said neighbor Jennifer James.

According to the arrest affidavit, responding officers found a young woman on the floor with neck injuries and blood all over the room. Her ID badge and radio earpiece were lying near her feet.

Hospital launches workplace violence campaign, reporting rising numbers

THUNDER BAY – Thunder Bay’s regional hospital is launching a campaign to tackle workplace violence, pointing to a dramatic increase in incidents of verbal abuse and physical assault against health care workers.

The initiative is launching with an awareness campaign designed with input from staff and patient advisors, but will expand to include more concrete actions, pledged hospital CEO Rhonda Crocker Ellacott.

The Thunder Bay Regional Health Sciences Centre has struck a working group on workplace violence that will explore other actions including increased security measures and changes to communication practices.

The campaign was prompted by a noticeable rise in violence during the COVID-19 pandemic, particularly in the Emergency Department, Crocker Ellacott said.

“During the pandemic, for whatever reason, it’s become more acceptable – and it’s really not,” she said. “We’re working our very best to provide you with exceptional care. Work hand in glove with us, please.”

Harassment and discrimination ‘occur regularly’ within Toronto police, employees tell review

Unwanted sexual advances or comments about the “inferior abilities of women in policing.” An organization “predominantly” led by white men. Fear of blacklisting when complaining about workplace harassment- and the belief that little would be accomplished by speaking out.

An independent review of Toronto police workplace culture by the consulting firm Deloitte found “a clear perception” that harassment and discrimination regularly occur within the force among hundreds of officers and civilian employees they consulted.

AFN national chief under investigation over bullying, harassment allegations

The national chief of the country's most influential First Nations organization is under pressure to step aside as she faces an external investigation over bullying and harassment allegations from four of her staff members, CBC News has learned.

The complaints against Assembly of First Nations National Chief RoseAnne Archibald were filed under the organization's whistleblower policy.

In a statement issued Thursday, the AFN confirmed it received a number of complaints last month against Archibald and determined the findings supported further inquiry by an external investigator.

In her own statement released Thursday, Archibald said she welcomes the investigation and called for a forensic audit and independent inquiry into the last eight years of AFN operations.

Women working with RCMP suffered 'shocking' levels of violence, sex assaults, says report

Workplace pornography, sexual assault, racial slurs and grooming: those were some of the abuses suffered by women who worked and volunteered with the RCMP, according to a scathing report authored by three retired judges.

The final report was prepared as part of a class-action lawsuit against the RCMP filed by former civilian employees, volunteers and students who faced gender-based discrimination, harassment and assault between 1974 and 2019.

Although the federal government set aside \$100 million to compensate the estimated 3,500 potential claimants, only about \$20 million was awarded to 417 of the 562 women who came forward.

The low number of claimants could be attributed to the effects of the COVID-19 pandemic, fear of retribution and an RCMP culture that derides reporting mistreatment, the assessors surmised.

Tesla investor sues Musk, board over 'toxic workplace culture'

A Tesla Inc shareholder sued the electric car maker, Chief Executive Elon Musk and its board, accusing them of neglecting to tackle complaints about workplace discrimination and harassment, and engendering a “toxic workplace culture.”

Thursday’s lawsuit is the latest against Tesla, which has been accused of racial discrimination and sexual harassment in its factories.

“Tesla has created a toxic workplace culture grounded in racist and sexist abuse and discrimination against its own employees,” the investor, Solomon Chau, said.

“This toxic work environment has gestated internally for years, and only recently has the truth about Tesla’s culture emerged,” he added in the complaint.

“Tesla’s toxic workplace culture has caused financial harm and irreparable damage to the company’s reputation.”

Assembly of First Nations National Chief RoseAnne Archibald suspended

The Assembly of First Nations (AFN) executive committee and its national board of directors have voted to suspend National Chief RoseAnne Archibald, effective immediately.

Archibald has been accused of bullying and harassment by four of her own staff members. The claims are now the subject of an external investigation.

"The National Chief was suspended with pay pending the outcome of a current investigation into four complaints against her," the AFN said in a statement on Friday.

This is the first time a national chief has been suspended by the executive committee.

"She will be suspended until the Executive Committee reviews the investigation report and makes a final decision regarding her status," the statement said.

External firm to examine staff and volunteer mistreatment by NDP, Notley says

Alberta's Opposition leader apologized to delegates during a speech to her party's provincial council on Sunday in Red Deer, saying complaints about treatment of staff and volunteers will be investigated by an external firm.

Rachel Notley also promised that an independent body will review the NDP's human resources policies to ensure they have "robust policies and proper codes of conduct in place."

She added that all of the party's executive staff, including herself, will take additional workplace training.

Notley told reporters last week that she and the party executive would recommend finding an independent body with expertise in harassment complaints, and the matter would be discussed by NDP leadership this weekend.

60% of Toronto police employees experienced or witnessed workplace harassment, discrimination

More than half of respondents of an internal survey at the Toronto Police Service (TPS) revealed that they have experienced and/or witnessed some form of harassment or discrimination within the organisation in the past five years.

The report, carried out by Deloitte, was commissioned by the Toronto Police Services Board in 2019 in order to review the workplace wellbeing, harassment, and discrimination within the agency.

It revealed that 60% of personnel there have experienced or witnessed harassment or discrimination in the past five years.

According to the breakdown offered in the survey, 23.2% said they witnessed harassment, 25% said they experienced it, while 22.5% said both.

The most popular 'in office' days revealed

Data from workspace provider IWG revealed that employees prefer to spend three days at the office, specifically on Tuesday, Wednesday, and Thursday. This was suggested as employees visit their office workspaces on these days by 23% more than Mondays and Fridays.

"The shift to more flexible ways of working is undeniable when you see the data showing that UK workers are wholeheartedly embracing a three-day office week," said IWG founder and chief executive Mark Dixon as quoted by Proactive.

In fact, the most popular day to be in the office so far is Tuesday, followed by Wednesday and Thursday, according to a Reuters report, which cited the same study.

Returning to work and worried about catching COVID? You're not alone

As provinces move to drop most COVID-19 restrictions and mask mandates, many employees are returning to the workplace — whether they like it or not.

And an Angus Reid/CBC poll conducted in March suggests many do not. More than half of respondents (56 per cent) said they would look for another job if asked to return to the office, with almost a quarter (23 per cent) saying they'd quit immediately.

Over and above work-life balance, some are simply worried about being exposed to COVID-19 by being in indoor spaces that might not have adequate ventilation and which no longer require masking or vaccination.

"You're now finding yourself sitting cheek-to-jowl with individuals who are not wearing masks, who are, you know, uncertain in terms of what their vaccine status is, who are now travelling on a daily basis on the GO train or the subway," said Mark Kozicki, a senior manager within a financial institution in Toronto.

Episode 13: Navigating Toxic Work Environments

Bonnie Low-Kramen - a TEDx speaker, founder and CEO of a curated training solution for corporate leaders and assistants, and former personal assistant to actor Olympia Dukakis - chats with Jeffrey Smith about what causes workplace toxicity, why employees are leaving their jobs, and how organizations and leaders should respond to workplace harassment and bullying.

Workplace vigilantes can breed fear and anxiety, B.C. study finds

Vigilante workers who take perceived workplace issues into their own hands can pose challenges to businesses and workplaces, according to a recent study.

The study, titled *The Vigilante Identity and Organizations* and co-authored by UBC Sauder School of Business professor Karl Aquino with international colleagues, found people with a vigilante identity often perceive themselves to be the kind of individuals who monitor their environment for signs of norm violations.

“Vigilantism can damage workplace culture,” Aquino said. “If you think you’re constantly under surveillance for all the things you might do wrong, it creates anxiety and fear. Being a vigilante’s target can cause economic, reputational and psychological harm.”

As such, the team developed its Vigilante Identity Scale (VIS) to assess common behavioural tendencies of workers likely to seek their own forms of organizational justice in response to social violations.

Funding available to help employers assess their workplace disability management programs

PORT ALBERNI, BC, June 22, 2022 /CNW/ - Employers across Canada have the opportunity to have their current workplace Disability Management programs reviewed using an internationally accepted assessment tool free of charge.

The offer is compelling in light of the federal government's launch in May this year of National Accessibility Week, which opened with the Canadian Congress on Disability Inclusion, and kicked off a series of programs and benefits to support Canadians with disabilities.

The BC provincial government also recently announced the AccessibleBC plan with the goal "to help shape a more accessible and inclusive future for everyone." In conjunction with the plan, and the Accessible British Columbia Act established last year, more than 750 public sector organizations will have to have a plan in place at their organization to meet the requirement of a "barrier-free BC" starting in September 2022.

‘Alarming levels’ of stress found amongst Canadian media workers: study

A new study has found that journalists and other media workers have dealt with high rates of mental health conditions over the past four years. However, the researchers said that much more research needs to be done to understand how mental health and well-being from covering traumatic stories and workplace harassment is impacted by gender, sexual orientation, race, age and ability.

The study entitled “Taking Care: A report on mental health, well-being & trauma among Canadian media workers” found “alarming” levels of stress and trauma related to the workplace.

“The survey confirms what we have often feared and suspected about our industry,” Carleton University journalism professor Matthew Pearson, one of two lead researchers on the project, told New Canadian Media. “The research also confirms that there is this feeling that if you’ve struggled with covering difficult things, that’s a struggle that you should keep to yourself.”

Workplace conflict and aggression on the rise, new survey reveals

A survey looking into the mental health of Canadians found one in five, or 20 per cent, of respondents have experienced increased aggression or conflict when working with the public or clients in the past month.

The report released by LifeWorks on Thursday revealed that among these workers, only 44 per cent said their organization provides training, coaching or support to help deal with this.

The human resources services and technology company said those who have experienced such conflict have a “mental health score” of more than 10 points lower than the national average.

“We’ve been through quite the roller coaster as a result of a pandemic,” said Paula Allen, senior vice-president, research and total wellbeing at LifeWorks. “So the fact that we’re seeing this conflict is not a surprise given what the society has gone through.”

Howard Levitt: The Kafkaesque dystopia of workplace investigations in Canada

Picture this: You are working at your desk, beavering away, an ostensibly diligent, productive employee. You decide to take a trip to the mailbox, or check your email, and find a letter from your employer, or perhaps a stranger identifying themselves as a “workplace investigator.”

This communication says terrible things about you. You are accused of being a bully, a sexual predator, hated by your colleagues, of having created a poisonous workplace or, even worse in this age of wokedom, an “unsafe space” for some unspecified person(s) (whatever that means).

As a result, your employer has suspended you with pay. But never fear, a workplace investigation will get to the bottom of these allegations. Yes, that’s right, a fair and impartial investigation. Your Spidey sense tingles, and you fear this is all a charade, a scam intended to railroad and bully you into leaving the company. You are likely correct.

60% of Toronto police employees experienced or witnessed workplace harassment, discrimination

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#MeToo's impact on sexual harassment in the workplace

With almost 20 years in the HR industry, Stephanie Hammerwold has dealt with her fair share of sexual harassment cases in the workplace.

Incidents have ranged from minor offenses, such as colleagues making inappropriate jokes, to more serious altercations, which have included physical altercations. At one point early in her career, a manager groped and tried to kiss an employee in the hallway. That was one of the few sexual harassment cases in her career that resulted in termination.

Now the director of HR at Irvine, CA-based tech startup Arcules, Hammerwold has worked hand in hand with the CEO to resolve issues very quickly. “Having a master’s degree in women’s studies, I came into HR to figure out how we can make a company a harassment-free environment,” Hammerwold told HRD. “How do we stop the problem before it turns into an investigation? You’re not going to completely stomp it out, but you can do a lot of things to train people and create a culture where it’s not tolerated.”

Vince McMahon Struts To Ring, Drops Mic, And Gets Loud Ovation Amid Workplace Misconduct Allegations

Vince McMahon doesn't seem too bothered by the serious workplace misconduct investigation by the WWE's board.

Earlier this week, the Wall Street reported that McMahon was being investigated for paying a former female employee \$3 million in hush money to keep their alleged affair under wraps.

McMahon stepped down as WWE CEO while the investigation is ongoing but still decided to make appearance on WWE's Smackdown on Friday night.

In his brief appearance, McMahon strutted to the ring as the crowd loudly cheered.

McMahon went to deliver a mic-dropping speech during the intro to Smackdown.

Raiders continue to face allegations of workplace misconduct

As the NFL continues to deal with the aftermath of a clumsily-handled investigation of workplace misconduct within the Commanders organization, the league may next have to commission an investigation of the Raiders.

The Las Vegas Review-Journal takes a closer look at allegations of misconduct that first emerged after the abrupt firing of interim CEO Dan Ventrelle, who has claimed that he was fired after raising with owner Mark Davis complaints regarding workplace misbehavior.

The article, which advances last month's reporting from the New York Times, includes on- and off-the-record comments from former employees.

The most forceful remarks come from Nicole Adams, a former H.R. employee who has filed a complaint against the team before the Nevada Human Rights Commission. She claims that she endured racial discrimination and retaliation after reporting concerns about unequal treatment and unequal pay for equal work. She also says that she was required to create job descriptions that allowed the team to avoid paying overtime to certain employees.

Workplace sexual harassment in Northwest Territories a priority for the Government of Canada

YELLOWKNIFE, NT, June 29, 2022 /CNW/ - All individuals have the right to a safe workplace with fair treatment for all. Sexual harassment impacts the health and well-being of those involved, as well as their ability to perform their jobs to the best of their ability. Creating and maintaining workplaces where everyone – no matter their gender identity or expression – can be safe, respected and able to focus on their work is a priority for the Government of Canada.

Today, the Honourable David Lametti, Minister of Justice and Attorney General of Canada, accompanied by Michael McLeod, Member of Parliament for Northwest Territories, announced the Government of Canada's support to the Status of Women Council of the Northwest Territories for their project Public Education & Information on Workplace Sexual Harassment.

The "Public Education & Information on Workplace Sexual Harassment" project will address workplace sexual harassment across Northwest Territories by increasing awareness through education and information resources. This will be achieved by providing information to employers and employees on workplace sexual harassment, the legal obligations of an employer, rights of employees, and how to access relevant services.

The Department of Justice Canada is providing more than \$1.56 million over five years to the Status of Women Council of the Northwest Territories. Funding is provided under the Justice Partnership and Innovation Program, which supports initiatives that work toward our goal of ensuring an accessible, efficient and fair system of justice for all.

'I was appalled': Major sponsors distance themselves from Hockey Canada amid allegations

The governing body of Canada's national pastime has lost three major sponsors following an alleged sexual assault scandal.

On Tuesday, Scotiabank and Telus announced they were pausing their sponsorship of Hockey Canada due to an investigation of a 2018 sexual assault allegation against members of Canada's world junior hockey team.

Canadian Tire went one step further, saying it's withdrawing its financial support for the upcoming world junior tournament in Moncton and Halifax.

An unidentified woman filed a lawsuit in April claiming she was repeatedly assaulted in a hotel room in London, On, after a Hockey Canada golf tournament and gala event.

The woman alleged in her lawsuit some of the men who attacked her were members of the 2018 gold-medal-winning team from four years ago.

Hockey Canada has since reportedly settled the lawsuit for an unknown amount and the allegations against the players have never been proven.

In a statement released Tuesday, Scotiabank Chief Executive Officer Brian Porter said in part;

“I was appalled by the recent reports of alleged assault involving younger ambassadors of Canada’s game.”

Reports

- Message from Clerk of the Privy Council



Message from the Interim Clerk of the Privy Council and Secretary to Cabinet – Summit 2022

We can build on this momentum. Now is the time to integrate the best practices and lessons learned from the response during all these crises. Each of you has a critical role to play in this regard.

Now, these reflections I consider will be essential as we prepare for the move away from the model where working remotely was our default posture. That was the right choice during the crisis. We need now to create the new model – the hybrid workplace that will blend the best of our traditions with emerging new models that combine in-person and remote work in order to deliver the best results for Canadians.

That has to be our guiding principle as we move forward – Canadians deserve to get value for their tax dollars and to have quality programs and services delivered to them. That has to be our guide. Across departments and agencies, leaders at all levels are now experimenting to determine what works best for their operational requirements, and for their employees. I am hoping that we can hit the ground running in September with whatever our new model is going to be. Now of course I am prepared to allow for some customization to the differing needs of organizations across the public service, but we really need to avoid competition between us and aim for some alignment where it makes sense for the results that we are trying to achieve for Canadians.

Cont'd Message from the Interim Clerk of the Privy Council and Secretary to Cabinet – Summit 2022

Now I know that it will be challenging as always to manage this change, and I look forward to working with APEX and executives to provide the tools and support that you decide that you are going to need to lead our employees through this transition and manage the inevitable resistance and anxiety that comes with any change, particularly a change of this type after more than two years of working with a different model.

I don't underestimate the challenges in front of us. But I know that public confidence in institutions is under pressure across our society, and that includes our public service. We need to show that we earned their confidence. And I am going to need your help in leading this transition, and in rethinking a management model to support a high functioning public service operating in a hybrid world.