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Environmental Scan



Ontario's Bill 190: What it could mean for investigating workplace "virtual" sexual harassment

The Ontario government recently announced its introduction of Bill 190 (also known as the Working for Workers Five Act, 2024). The bill proposes changes to various pieces of employment-related legislation. One of these changes is the expansion of the definitions of workplace harassment and workplace sexual harassment under the Occupational Health and Safety Act ("OHSA") to include certain virtual activities. Specifically, clause (a) of the definitions of "workplace harassment" and "workplace sexual harassment" in subsection 1(1) of the OHSA are to be amended by adding "including virtually through the use of information and communications technology" after "workplace." These proposed amendments are essentially playing catch-up with the modern-day workplace, and the reality that workplace harassment can occur across any number of digital or virtual platforms.

As workplace investigators, we have found that workplace digital communication platforms can be a breeding ground for sexual harassment specifically. We have a few theories as to why: perpetrators may feel less inhibited over these types of platforms than during in-person interactions, they may feel that there is less employer oversight of their behaviour, or they may feel that their conduct is not "as bad" as if it were perpetrated in person. Case in point: a recent Australian study reported that 1 in 7 Australian adults surveyed admitted to engaging in workplace technology-facilitated sexual harassment,¹ and those surveyed reported rarely being held to account for this behaviour.²

Top 10 mistakes in workplace investigations

There's been a rise in the number of complaints relating to workplace investigations, and employers should be mindful to do their probe the right way to avoid legal burden, according to two experts.

“We're seeing a big increase in our practice in terms of investigation complaints, and I think this is due to a couple of reasons,” says Krista Siedlak, partner at Turnpenney Milne, in a webinar titled “Top 10 mistakes in workplace investigations.” Whether it's dealing with mental health, Black Lives Matter, or #MeToo, these movements have “prompted a discussion in society about these broader issues,” she says.

“What that's also done is it's created a dialogue in workplaces, and it's made people feel more comfortable coming forward with concerns that they may be having at work. So because of that, employers are getting more internal complaints. And they're either dealing with it internally, or they're bringing in external experts sometimes to deal with them.” If employers are to be found in violation, it could be costly for them, she says.

“The courts are taking an increasingly more critical look at the manner in which employers are conducting these investigations. And they are at times awarding damages, whether it be for bad faith or negligent investigation. So it's becoming even more important that employers are running investigations that are fair, and in keeping with due process and procedural fair fairness.”

Claims of sexism, racism unsubstantiated by investigation into Richmond city manager

An investigation into a Richmond city employee that city officials initially would not identify has come to a close, according to documents obtained by the Herald-Leader.

On May 28, claims that sparked an investigation against City Manager Rob Minerich were found to be unsubstantiated after more than three months worth of tight-lipped investigations, according to the report's findings.

The internal investigation against Minerich was launched March 7 after Commissioner Tammy Cole received an anonymous email from someone who claimed to be a city employee. The sender accused Minerich of making disparaging remarks towards women, sexual harassment, racist comments and creating a toxic work environment for some employees at city hall.

The five-member board of commissioners unanimously voted to hire Pewee Valley law firm Vaughn Petitt Legal Group. Carol Petitt was the head counsel leading the investigation. The commissioners are Cole, Mendi Goble, Jim Newby, Mike Brewer and Mayor Robert Blythe. The three-page email was sent with the subject line "The Truth About Rob Minerich," and obtained by the Herald-Leader through the Kentucky Open Records Act.

Alberta worker claims psychological injury in 'toxic environment'

The Appeals Commission for Alberta Workers' Compensation recently dealt with a case involving a worker's claim for a psychological injury.

The worker, an assistant branch manager, submitted a claim for a psychological injury, which was denied by the Workers' Compensation Board (WCB) and later by the Dispute Resolution and Decision Review Body (DRDRB). The worker then appealed the decision to the Appeals Commission.

In this case, the worker alleged that he suffered from a psychological injury due to a hostile work environment created by his manager and a co-worker.

The worker claimed that beginning in November or December 2021, there were numerous emotional and psychological events involving the branch manager that culminated in the worker being taken to the hospital with anxiety, depression, and suicidal thoughts.

The central question was whether the worker had an acceptable WCB claim for a psychological injury. To determine this, the Appeals Commission had to consider if the worker's condition met the criteria for a chronic onset psychological injury as outlined in WCB policies.

Feds blasted for 'frequent disregard of policies' with McKinsey & Company contracts: auditor general

A report by Canada's auditor general found that several federal agencies failed to follow their own policies when awarding contracts to consulting firm McKinsey & Company.

“We concluded that professional services contracts were often not awarded to McKinsey & Company in accordance with applicable policies,” the report says. “The federal organizations’ frequent disregard of policies and guidance was evident by missing bid evaluations and poorly justified use of non-competitive approaches.”

CTV News reported that Auditor General Karen Hogan detailed in the audit that 97 contracts, awarded to McKinsey & Company between January 2011 and September 2023, were worth \$209 million -- \$200 million of which has already been spent. About 70% of the contracts were issued as non-competitive contracts, the report said.

“We also found 4 series of contracts where, after awarding an initial contract to McKinsey & Company with no competition, organizations subsequently awarded additional non-competitive contracts for related work,” the audit detailed.

First phase of B.C.'s whistleblower expanded legislation takes effect

British Columbia has kicked off the expansion of coverage for the Public Interest Disclosure Act (PIDA) – also known as the whistleblower legislation.

As of June 1, workers in public post-secondary institutions are covered by the legislation.

“Expanding PIDA to public post-secondary institutions will allow employees to confidentially disclose serious wrongdoing without fear of reprisal,” said Niki Sharma, attorney general. “As we bring more employees under the protections of this legislation, we are making sure integrity and accountability in our public service is preserved and upheld.”

Passed in 2018, PIDA came into force in 2019. PIDA allows workers to make good faith reports about illegal activities, without reprisal.

This includes demotion, termination of employment or other measures that negatively affect their work conditions. The act also ensures that investigations are conducted fairly and promotes transparency by requiring organizations and the ombudsperson to annually report disclosures received and the results of any investigations.

Education workers sounding the alarm over rising workplace violence

Imagine going to work every day worried that you'll be hit, kicked or threatened. Or having to take time off due to a concussion, mental health concern or other injury sustained at work. There has been an alarming rise in violence in our classrooms, and we must take action now.

Education workers deserve to feel safe in their workplace. Kids deserve to learn in a safe, stable environment that supports their healthy development.

Greens echo OSSTF/FEESO's call for an emergency plan to address the alarming rise of violence in our schools that is harming education workers and kids alike.”

Ontario NDP table workplace harassment bill that proposes expanded powers for integrity commissioners

The provincial NDP have put forward a bill that aims to make it easier for municipalities and local boards to hold elected officials accountable for sexual harassment. The bill could also make it easier for certain elected officials to be removed from their positions. This appears to be similar to policies that have been put forward by the Association of Municipalities of Ontario (AMO).

On Thursday, the NDP tabled Bill 207. It proposes to require elected bodies to add wording around workplace violence, harassment and discrimination to their codes of conduct. It would also require the government to set up a Board of Integrity Commissioners.

As well, it would amend both the Municipal Act and the City of Toronto Act to allow integrity commissioners to appeal to a judge to have an official removed from their seat if they contravene their code of conduct.

“Everyone deserves to feel safe at work,” said NDP Leader Marit Stiles in a release Thursday. “Women especially are too often the target of harassment or misconduct, and this bill would provide the tools people need to hold the perpetrators of misconduct to account. This is a rare issue that all parties agree on and I’m confident that we can get this done.”

Bill would hold councillors and board members accountable for workplace harassment

The Ontario NDP has announced a bill that would provide tools to hold municipal councillors and board members accountable for workplace harassment and misconduct.

“Everyone deserves to feel safe at work,” said Leader Marit Stiles. “Women especially are too often the target of harassment or misconduct, and this bill would provide the tools people need to hold the perpetrators of misconduct to account. This is a rare issue that all parties agree on and I’m confident that we can get this done”.

“We need to ensure that elected municipal representatives cannot get away with harassment and violence towards women in the workplace,” said Jeff Burch, NDP critic for Municipal Affairs. “All parties agree that a bill like this is critically important to pass. It’s a truly non-partisan issue and I know we can work together to finally pass this into law and address workplace harassment.” MPP Burch tabled Bill 207, Municipal Accountability and Integrity Act, 2024 on June 5.

"Women are disproportionately affected, but this advocacy is about every single Ontarian," says Emily McIntosh Founder of Women of Ontario Say No. "There is so much in the world that is unjust but this is something tangible that we can and must change. The Women of Ontario know that when politics is safe, that is the foundation for the right environment for the best community solutions. This simply cannot wait.

Toronto pizzeria responds after former employee calls for boycott of workplace in TikTok video

A disgruntled employee at a Toronto restaurant is going viral for “exposing” his workplace for alleged mistreatment and unfair wages.

In a TikTok uploaded Thursday, a man is seen holding up a boycott sign outside of Wilsetti, a pizzeria in Forest Hill, while Toronto police officers stand closeby.

“This restaurant keeps gratuities, mistreats chefs and don’t pay their wages and bonuses,” the sign reads. “It’s a messed up industry,” the person recording the video said, and the man responded “it is.”

The person behind the camera is then heard asking why the police are there. “The owner called them,” responds the man.

Now Toronto confirmed with Toronto Police Services (TPS) that the police were called, and through investigation, the situation was not deemed to be a criminal matter.

“All parties were spoken to and the gentleman with the sign was not asked to leave as he was on a public sidewalk,” TPS Media Relations Officer Laurie McCann said in an email statement on Friday.

Private member's bill would OK removal of misbehaving Ontario councillors

Misbehaving municipal politicians could find themselves turfed from office under a private member's bill introduced at Queen's Park this week.

The bill, tabled by NDP Municipal Affairs Critic Jeff Burch, calls for the creation of an independent board of commissioners to adjudicate claims of workplace violence, harassment and discrimination.

The board could apply penalties to the offender and, in extreme cases, refer the matter for judicial review.

If a judge found the offender “ egregiously” failed to comply with the municipality's harassment policies, he or she could be removed from office.

Two previous attempts by Orléans Liberal MPP Stephen Blais to toughen penalties for misbehaving councillors have failed in the legislature. Emily McIntosh of the advocacy group Women of Ontario Say No is hoping the third time will be a charm.

How to navigate romantic relationships in the workplace

An office romance isn't out of the ordinary, but a consensual relationship can still complicate matters in the workplace. In a world where people are finding their partners online, there are others finding love on-shift.

“It's not against the law to have a romantic relationship in the workplace,” says Kitchener associate lawyer Matt Jantzi, who works at Cohen Highley LLP. There aren't any laws in Ontario or Canada preventing someone from finding love at work, but Jantzi says there are circumstances that could put your love and career on the line.

“The reason being isn't so much the romance is a problem per se, but what happens when that romantic relationship ends? What happens when things go sour?” says Jantzi. He adds that it's important to consider what happens when an employee in a position of power is in a relationship with someone who is lower on the company totem pole.

“They should look at what their workplace policies say on this,” Jantzi says. “And on the flip side, employers should make sure they have policies that address these situations so they're ready to keep their workplace safe for everybody.”

Opposition questions P.E.I. government about harassment complaints

The P.E.I. government is promising to make data around harassment allegations within its workforce more public. The Official Opposition first raised the topic Tuesday in the legislature when Liberal interim leader Hal Perry tabled information he had obtained through a Freedom of Information request.

It showed two complaints were filed in 2021 by people who worked in the province's executive council office, the cabinet division of government. But no other details were shared. Premier Dennis King, who is in charge of cabinet, said he knew nothing about the complaints.

On Wednesday, Finance Minister Jill Burridge brought back the breakdown of complaints across the public service in the last five years. Those numbers included seven complaints in the 2020-21 fiscal year, and 14 in 2022-23.

King said Wednesday that the government acted on recommendations from the investigations and nobody signed a non-disclosure agreement. Perry said complaints show the government is a "toxic workplace." He said there's nothing on the record showing the outcome of the complaints, or providing context around how many might reasonably be expected in the course of a year, in an organization the size of the P.E.I. government.

UPEI appears before legislature to answer questions about damning report

University of Prince Edward Island officials were in the hot seat in Charlottetown Tuesday as they faced questions regarding the damning Rubin-Thomlinson report. Top UPEI officials were called to appear before the Committee on Education and Economic Growth.

Legislators focused on the cost of the Rubin-Thomlinson Report, non-disclosure agreements, and what the university would do going forward. The report detailed what it called a “toxic” environment, with reports of sexual harassment, bullying, and even accusations of rape on campus.

That doesn't sit well with many members of the legislature. "This whole thing is not okay," said Liberal MLA Gord McNeilly. "I don't want okay from this university any more, I want safety."

The province is spending \$39 million in tax dollars next year on UPEI, roughly a quarter of the university's \$160 million operating budget. University officials couldn't say what the cost of measures being taken after the report amounted to. The Rubin-Thomlinson Report itself is estimated to cost between \$400,000 and \$500,000, but confirmed the former president, complaints against whom initiated the report in the first place, remained on contract for 16-18 months between stepping down and when the university severed ties at the release of the document.

Loud quitting: Women of colour aren't going quietly

Forget quiet quitting. The new trend I'm seeing and hearing about is loud quitting.

These days, I'm noticing that a lot of women – and in particular Black women and women of colour – are becoming less patient with the systemic injustices we face in the workplace and are more likely to take a stand, loudly and publicly. We want change. We have had enough of celebrating Black History Month, International Women's Day and any other one-off efforts to celebrate us, but don't result in real action. As Cindy Gallop, who recently appeared on my podcast *It's a Small Business World*, says, “Don't empower me, pay me.”

Sometimes, racism manifests overtly. But what bothers me is the palpable unwelcoming atmosphere in some settings that speaks volumes. And increasingly, women of colour are speaking back. We're seeing a rumbling against the empty rhetoric of diversity programs and the inaction of those who are great at speaking, but fall short in making concrete changes. We're witnessing women call out tokenism and broken promises, sometimes leaving the work force entirely. There's an uproar over funding disparities, with recent data revealing that women-led ventures still receive only 2.8 per cent of venture capital funding worldwide, an exceedingly low number.

Staff not equipped to deal with rising violence in N.S. schools: auditor general

The observations in the latest report by Nova Scotia's auditor general likely won't come as a surprise to those who work in the province's public school system but may be eye-opening to those with school-aged children.

Violence at schools is on the rise, but the full extent of the problem is not known "due to significant data collection weaknesses," according to the report released Tuesday by Kim Adair.

Among those weaknesses:

- The need to better define what constitutes a violent act

- Making sure teachers and other staff consistently report acts of violence

- A requirement that regional centres of education provide adequate staff training and track incidents to identify possible trends

The report found the province didn't even have a clear definition of violence in schools, with the Department of Education's code of conduct using the term "unacceptable behaviours."

The auditor general found the number of violent incidents reported by school staff has increased 60 per cent in the last seven years. There were 27,000 incidents reported last year, compared to 17,000 in the 2016-17 school year.

Dalhousie University halts Saint John cardiac training after students allege harassment

Dalhousie University has pulled all medical students and post-graduate trainees from any cardiac training at the Saint John Regional Hospital and New Brunswick Heart Centre after some complained about alleged harassment and the learning environment, CBC News has learned.

Students and trainees were notified nearly seven months ago of the "pause" to "address issues." "As of Nov. 10th at 5 pm, placement of learners on [the cardiac care unit] and other cardiology related clinical teaching experiences in Saint John will be stopped," an internal memo, obtained by CBC News, said.

"Learner feedback has highlighted concerns ... about behaviours in the environment consistent with intimidation/harassment/racism/sexism," as well as the level of supervision of learners, especially on call, it said. No information about the number of complainants, or the accused has been released.

"We were notified that essentially Dalhousie was removing all of its learners — so that would be undergraduate medical students," completing the third and fourth years of their medical degree, confirmed Ben Peterson, president of the Dalhousie Medical Students' Society, a group which represents about 550 undergraduates between the Saint John and Halifax sites. Also included were graduates completing their specialized training, known as residents.

Fired B.C. environmental officer who feared for safety given years of back pay, job back

A fired government officer who investigated environmental and fisheries crimes across Western Canada has been given her job back and awarded multiple years of back pay and lost benefits, after she was found to have been wrongly terminated.

The decision, handed down by the Federal Public Sector Labour Relations and Employment Board in February but released to the public in recent weeks, describes a toxic work environment at the Department of Environment and Climate Change offices in Vancouver and Nanaimo.

It also raises serious concerns that the former operations manager was fired as an example to other staff at a time harassment claims had spiked across the federal department's Pacific regional branch.

The case centred on Angela Walker, who began working in the federal public service in 1993, spent 12 years at the Canadian Border Services Agency as a customs officer and investigator, and was later appointed as an investigator at what was then known as Environment Canada.

In 2011, Walker came back from maternity leave as an operations manager, a job that required her to lead a team of enforcement officers in Vancouver and Nanaimo who conducted inspections and investigations for environmental and fisheries offences across the region.

Elon Musk sued for alleged sexual harassment and retaliation by former SpaceX engineers

Eight former SpaceX engineers filed a lawsuit against Elon Musk on Wednesday, accusing the CEO of sexual harassment and retaliation. The same group of fired employees have also filed complaints with the US National Labor Relations Board (NLRB) about SpaceX's alleged retaliation. Bloomberg first reported on the lawsuit.

“Musk knowingly and purposefully created an unwelcome hostile work environment based upon his conduct of interjecting into the workplace vile sexual photographs, memes, and commentary that demeaned women and/or the LGBTQ+ community,” the eight former employees wrote in Wednesday's filing.

The former SpaceX engineers said some of them were harassed by other co-workers who “mimicked Musk's posts,” in an alleged example of mob bullying under the influence of their superior's behavior. The plaintiffs wrote that this “created a wildly uncomfortable hostile work environment.”

The group worked together on an open letter in 2022, highlighting the Tesla founder's allegedly problematic behavior. They say they were fired in retaliation for that essay.

Quebec coroner calls for more domestic violence resources after murder of family

A Quebec coroner is calling on the provincial government to improve services for domestic violence victims in her report on a murder case involving a man who strangled his wife and two sons in 2019.

Coroner Andrée Kronström said the relationship between Dahia Khellaf and Nabil Yssaad was marked by an escalating pattern of domestic violence since the two were joined in an arranged marriage in 2012.

The report examined the killings of Khellaf, 42, and her sons, Adam, 4, and Aksil, 2, as well as the Dec. 10, 2019, suicide of Yssaad, who strangled his family in their Montreal home before driving to a hospital and jumping to his death from a sixth-floor window. Kronström says elements of the family's story can be found in reports of domestic violence experts who testified during the coroner's inquest that took place last fall.

She says that despite the many improvements in available services since 2019, more support, co-ordination and education is needed, especially regarding family murder-suicides. Her recommendations to the province include moving forward with an assessment process for violent spouses, and increasing education for new immigrants and young people on domestic violence and coercive control.

Victims of workplace harassment, sexual violence can get free legal counsel in Quebec

Quebec has announced \$2.4 million over four years to cover the legal expenses for people who file claims of psychological harassment or sexual violence in the workplace.

Labour Minister Jean Boulet made the announcement today alongside Sophie Gagnon, head of the non-profit legal organization Juripop, which will receive the funding.

Boulet says the money will help the organization's lawyers give free legal services to about 300 people per year. To be eligible for the funding people will have to file a complaint with the province's workplace safety board.

The funding envelope is connected to a law adopted in March aimed at preventing workplace psychological harassment and sexual violence.

A committee of three professors had recommended the funding, saying that complainants did not have sufficient personalized support to be properly represented in their claims before the workplace safety board.

\$2.4M to help Quebec victims of workplace harassment and sexual violence

The Quebec government will provide \$2.4 million over four years to the Juripop Legal Clinic, to help employees who have suffered psychological harassment or sexual violence at work.

Quebec Labour Minister Jean Boulet made the announcement at a press conference in Montreal on Friday. Juripop will provide legal assistance and support by offering free services to those who process or make claims for an employment injury resulting from sexual violence. The money will be spread over four years with an annual amount of \$600,000 until 2028.

These funds will allow the legal clinic “to lend a hand” to approximately 300 victims per year, noted Boulet. “The services are free. And this will apply to people who will present a complaint of sexual harassment under the Act respecting labor standards or a claim to obtain compensation from the CNESST alleging that it is a work accident,” explained the minister. “Today’s announcement demonstrates the confidence we place in the expertise of the Juripop Legal Clinic with regard to supporting victims and access to justice.”

This announcement followed the adoption of Bill 42, the Act to Prevent and Fight Psychological Harassment and Sexual Violence in the Workplace, on March 27 to better protect employees.

‘I am proud of myself for never giving up’: Almaguin employer sexually harassed young woman, tribunal finds

The Human Rights Tribunal of Ontario has ruled a young Almaguin woman was sexually harassed at work and awarded her just over \$39,000 in damages.

Allyson Kreps went to work for a family friend who knew her since birth, a man who hunted with her father, for the summer before she entered fourth year university. She was 20 years old. She thought of Mark Langford as an uncle.

She worked at his company, AHMIC Maintenance and Storage Ltd., doing indoor and outdoor maintenance from May 8 through July 10, 2017. What happened in that time led Kreps to take him before the Human Rights Tribunal of Ontario for sexual harassment in the workplace.

Kreps testified Langford “created opportunities to work with her alone on several occasions and engaged her in inappropriate text messaging and flirtatious conversations,” according to a decision from the tribunal. Then, on July 10, he drove her to his private trap camp, two hours away, in an area without cell service, to install solar panels.

“The applicant alleges that while there, the personal respondent admitted to having “feelings” for her, hugged her, slid his hand down the back of her pants touching her buttocks, and attempted to kiss her,” states the decision.

She suffered a panic attack, felt sick, froze, was sweating, could not move or speak, she later told counsel. It was a long day for Kreps.

“She told the panel she was afraid she might not get out of there alive,” stated the decision.

City Firms Don't Have an Answer for the FCA on Workplace Sexual Harassment

Hundreds of UK banks, brokers and insurers missed a deadline to respond to the financial watchdog's survey on sexual harassment and bullying in the City, suggesting that firms are struggling to grasp the scale of the problem.

In February, the Financial Conduct Authority sent out data requests in a bid to understand the extent of non-financial misconduct across the firms it regulates. It asked for figures on the number of incidents, details on how whistleblowers report, as well as the use of nondisclosure agreements over the last three years.

A Bloomberg Freedom of Information request showed that one quarter of firms missed an initial deadline. The FCA said that it surveyed just over 1,000 firms, with 261 failing to respond in time and just 36 requesting extensions.

“It demonstrates the difficulty firms have experienced in capturing this data — albeit at this point, safety might be provided in numbers,” said Imogen Makin, a business crime lawyer at WilmerHale in London. “This fact alone, quite apart from the responses themselves, is likely to provoke further scrutiny from the FCA.”

Snapchat Inc. to pay \$15 million to settle discrimination and harassment lawsuit in California

Snapchat Inc. will pay \$15 million to settle a lawsuit brought by California's civil rights agency that claimed the company discriminated against female employees, failed to prevent workplace sexual harassment and retaliated against women who complained.

The settlement with Snapchat Inc., which owns the popular disappearing-message app by the same name, covers women who worked for the company in California between 2014 and 2024, the California Civil Rights Department announced Wednesday. The settlement is subject to court approval.

The agreement resolves a more than three-year investigation over claims that the Santa Monica, California-based company discriminated against female employees when it came to pay and promotions, the department said in a statement.

The bulk of the settlement money will go to employees who faced discrimination at Snapchat Inc., California officials said.

“In California, we're proud of the work of our state's innovators who are a driving force of our nation's economy,” said Kevin Kish, director of California's civil rights agency. “This settlement with Snapchat demonstrates a shared commitment to a California where all workers have a fair chance at the American Dream. Women are entitled to equality in every job, in every workplace, and in every industry.”

Employers told to strengthen support for LGBTQ+ business travellers

Employers are being urged to improve their support for LGBTQ+ business travellers following reports of insufficient pre-trip guidance from businesses.

An Opinium survey of 1,000 US and Canadian business travellers revealed that a few employers provide LGBTQ+ rights information on the countries they are visiting.

Only 15% of US and 11% of Canadian business travellers who have disclosed they are LGBTQ+ said their employers provided information on LGBTQ+ rights of the country they're visiting. The findings are similar to LGBTQ+ business travellers who aren't out at work yet, according to the report.

Frank Harrison, Regional Security Director Americas at World Travel Protection, said organisations must recognise the risks and concerns of their LGBTQ+ business travellers to ensure they feel supported and safe.

"When sending LGBTQ+ employees to parts of the world where their rights are not fully recognised by the host government, there needs to be a plan in place to support them," Harrison said in a statement.

Toronto officer accused of sexually assaulting subordinates facing criminal charges, police say

A Toronto detective accused of harassing and sexual assaulting his subordinates over a three-year period is now facing several criminal charges, Toronto police say. In a news release issued Thursday, Toronto police said that the incidents occurred between Sept. 2020 and Nov. 2023.

Investigators said that a detective employed with the Toronto Police Service committed “acts of workplace harassment, sexual harassment, and sexual assault” against other members of the service who were his subordinates, alleging that he “interfered with the lawful enjoyment of their workplace.”

According to police, during one alleged altercation between a victim and the accused, the officer assaulted the victim and then produced a weapon.

The officer, who has been identified by police as 57-year-old Jason Kondo, was arrested on Thursday and charged with four counts of sexual assault, four counts of mischief, interfering with property, one count of assault, and one count of possession of a weapon for a dangerous purpose.

Toronto police confirmed that Kondo was assigned to the Integrated Gun and Gang Task Force and has been employed with the service for 35 years.

Louisville police chief resigns after mishandling sexual harassment claims

Louisville's police chief, suspended earlier this month over mishandling a sexual harassment claim about an officer, has resigned, Mayor Craig Greenberg said Tuesday.

Jacquelyn Gwinn-Villaroel became the third full-time Louisville police chief to resign or be fired since 2020. The department's leadership has had a revolving door since officers fatally shot Breonna Taylor during a botched drug raid that year.

Greenberg named Paul Humphrey, who took over as acting chief after Gwinn-Villaroel was suspended on June 12, as interim chief, the fourth interim chief since 2020. Greenberg said Humphrey would have the full powers of police chief, now that Gwinn-Villaroel has stepped aside.

The department has been thrown into turmoil in recent weeks by sexual harassment allegations. Last week, two female officers filed lawsuits alleging they were sexually harassed by fellow officers in recent years.

Greenberg said Tuesday the conduct alleged in the lawsuits was “unacceptable and inexcusable.”