

# March 2022

## Environmental Scan

# On social media

- Workplace harassment
- Investigation of Chief Arlen Dumas for sexual assault allegations
- Harassment in the gaming industry
- New report about harassment in the workplace
- Regulations changing April 4 for workplace violence and harassment
- Transgender Day of Visibility





Posted by u/Icomefromthelandofic 4 days ago



106



## Shower thought: workplace harassment cases across the GC must have plummeted since the start of the pandemic due to lack of in-person interaction with coworkers

Other / Autre

Evidently harassment doesn't only take place in the physical workplace (e.g. office), while not all public servants work from home, but I'd imagine a good portion of harassment did take place in the office. Does anyone have the data to back this up?



15 Comments



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97% Upvoted





**Sometimes Confused** @piceaglauca · Mar 22

Arlen Dumas is facing calls to step down as Grand **Chief of the Assembly of Manitoba Chiefs (AMC)** amid an allegation of sexual harassment and sexual assault brought forward against him by a senior AMC staff member. Yetman's view reads **misdirected**.



winnipeg.ctvnews.ca

Grand Chief Arlen Dumas facing calls to step down amid suspension o...  
Arlen Dumas is facing calls to step down as Grand Chief of the Assembly of Manitoba Chiefs (AMC) amid an allegation of sexual ...



**RiverRising** @The12fthOfNever · Mar 21

Shamattawa First Nation **Chief Eric Redhead** has been appointed acting grand **chief of the Assembly of Manitoba Chiefs** after several women accused Grand **Chief Arlen Dumas of sexual assault and harassment**.



winnipegfreepress.com

AMC appoints acting grand chief

Shamattawa First Nation Chief Eric Redhead has been appointed acting grand chief of the Assembl...





**Woman Abuse Council of Toronto** @WomanACT · Mar 22



Gender-diverse people & women are subject to higher rates of sexual **harassment** & violence in the **workplace**. This can have serious impacts on a person's mental and physical wellbeing & professional development.

Check out our newest blog post to learn more:

[womanact.ca/sexual-harasm...](https://womanact.ca/sexual-harasm...)



LEAF (Women's Legal Education and Action Fund) and 7 others



↻ 5

♡ 6



**The Vancouver Sun** @VancouverSun · 23h



**Workplace bullying and harassment** complaints highest among health care workers last year: WorkSafeBC



vancouversun.com

**Workplace bullying and harassment** complaints highest among health-care workers last year: WorkSafeBC

💬 2

↻ 1

♡ 2





**Chris Bratt**  
@chrisbratt



Following months of interviews with developers from across three different, highly prestigious indie studios, here's our investigation into the emotional abuse employees have been suffering at the hands of their founders.

[youtube.com/watch?v=xDPzZk...](https://youtube.com/watch?v=xDPzZk...)



12:08 PM · Mar 18, 2022 · Twitter Web App





**PSAC-AFPC** @psac\_afpc · Mar 29

**#DYK** all federal departments are required to implement **harassment** and violence prevention and resolution processes and tools?

Learn more about the Workplace **Harassment** and Violence Prevention Regulations on April 4 from @School\_GC: [cspes-efpc.gc.ca/events/work-pl...](https://cspes-efpc.gc.ca/events/work-pl...)



2



5



7



**Vicky Smallman** @vickyatclc · Mar 30

Workers who experience sexual **harassment** and violence were less likely to report than those that experienced other forms. Union members were more likely to report non-sexual forms of **harassment** and violence but less likely to report sexual **harassment** and violence



1



2



[Show this thread](#)



**CUPE National** @cupenat · Mar 31

Too many people are exposed to **#violence** and **#harassment** at work. New survey results from @CanadianLabour shine light on their experiences. Enough is enough! Violence should never be part of the job.

Read the report here: [canadianlabour.ca/national-surve...](https://canadianlabour.ca/national-surve...)  
**#CanLab**

**Canadian Labour** @CanadianLabour · Mar 30

Canada's unions are proud to release the initial findings of a national survey on workplace harassment. Nearly 5,000 workers took part in the survey. These results will help us develop a roadmap to keep workers safe. **#canlab #cdnpoli** [canadianlabour.ca/national-surve...](https://canadianlabour.ca/national-surve...)

**"... I reported and was told it was my fault."**



Western  
Center for Research & Education on  
Violence Against Women & Children



6



6





Rachel Aiello ✓  
@rachaiello



Interesting in a few ways, given the federal intelligence community's past 'purge' history... are setting out new workplace standards/expectations.

"Intentional misgendering or dead-naming is unacceptable and is a form of harassment," reads part of the new guidance. [#canqueer](#)

CSE 🇨🇦 @cse\_cst · Mar 31

Today, we're honouring [#TransDayOfVisibility](#) by releasing our new Supporting Transgender and Gender Diverse Persons at the Communications Security Establishment guidance document.

Find it on our website: [cse-cst.gc.ca/en/supporting-...](https://cse-cst.gc.ca/en/supporting-...) [#TDOV](#)  
[Show this thread](#)



Communications Security Establishment / Centre de la sécurité des télécommunications

Canada



APEX @APEX\_GC · Mar 24



Omission is a form of **harassment**. Being excluded, ignored, humiliated, or subjected to snide comments is not ok. Check out the APEX Advisory Services for Executives annual report for insights and guidance for healthier executives and organizations [ow.ly/HP5250I8fkQ](https://ow.ly/HP5250I8fkQ) [#APEX\\_GC](#)







**Barbara Sjaarda** @BarbSjaarda · Mar 28



"Organizations typically have three primary responses to combat sexual **harassment**: ignoring complaints or **harassment**, firing a harasser, and/or offering sexual **harassment** training. These approaches aren't working."



[newamerica.org](https://www.newamerica.org)

### Sexual Harassment: A Severe and Pervasive Problem

Our report finds sexual harassment in the workplace remains a major, pervasive, and troublingly unresolved problem in virtually every sector ...



7



17



22





**CUPE National** @cupenat · Mar 29



Learn more about the new [#violence](#) and [#harassment](#) complaint process in the federal jurisdiction.

[#healthandsafety](#)





**Andrea Ross** @42aross · Mar 30



Judge approves Activision Blizzard \$18 million settlement in sexual harassment suit



npr.org

Judge approves Activision Blizzard \$18 million settlement in sexual har...

This is just one of many lawsuits the video game giant is facing for its workplace culture. The company recently announced it was being ...





# Workplace harassment: Why HR needs to reassess their policies in 2022

As employers and employees alike look forward to a return (in some form) to the office, HR leaders are set on re-evaluating their workplace policies. Canada has operated under a remote working model for two years now, with employees turning their own homes into personal offices. As such, we're a bit out of step when it comes to office etiquette – in particular the toxic rise of workplace harassment.

HRD spoke with Catherine Bergeron, health and safety team lead at Peninsula Canada, who revealed what constitutes workplace harassment and how employers should look at enhancing and improving upon current guidelines.

“Workplace harassment is defined as either a single or repeated incident of unwelcomed comments, actions or bullying that is intended to intimidate, offend, degrade, or humiliate a particular person or group,” Bergeron told HRD. “This is an issue that must be taken seriously as it can create an unhealthy work environment that can result in psychological harm to the individual.”

# ‘Staggering’ racism confirmed at Indigenous Services oil and gas agency

A third-party probe of working conditions at Indigenous Services Canada’s on-reserve fossil fuel regulator has unearthed reports of racism consultants describe as “staggering.”

TLS Enterprises, a Winnipeg-based consulting firm, painted a damning portrait of the dysfunctional environment at Indian Oil and Gas Canada (IOGC) in a Dec. 10, 2021 report obtained by APTN News.

The review confirmed many employees see the organization as a toxic minefield plagued by brazen racism, discrimination and misconduct that is tolerated, encouraged and enabled by managers who are either incompetent or unwilling to respond.

“One particular racist comment is staggering to say the least,” the firm reported. “When this employee was asked by a Consultant if he knew any Indigenous people he replied, ‘only the ones I step over in the street’.”

A manager was reported to have said at a meeting, “What if I go to the community, will I get scalped?” Another supervisor reportedly repeated the racist comment while preparing for a meeting with an unnamed chief and council, saying, “So do you think we’re going to get scalped?”

# Canada: Reminder To Federal Employers: Deadline For Annual Workplace Harassment And Violence Occurrence Report

You must submit your Annual Harassment and Violence Occurrence Report by March 1. This is the first deadline for this report, which is required under the Workplace Harassment and Violence Prevention Regulations that came into effect a year ago. The components of the annual report, as per the Regulations, include the following:

- a) the employer's name or the name of the business;
- b) the business number as defined in subsection 248(1) of the Income Tax Act;
- c) the name of a person who can be contacted about the report;
- d) the following information relating to any occurrences for which notice was provided pursuant to the Regulations during the previous calendar year:

- (i) the total number of occurrences;
- (ii) the number of occurrences that were related, respectively, to sexual harassment and violence and non-sexual harassment and violence;
- (iii) the number of occurrences that resulted in the death of an employee;
- (iv) if known, the number of occurrences that fell under each prohibited ground of discrimination set out in subsection 3(1) of the Canadian Human Rights Act;
- (v) the locations where the occurrences took place, specifying the total number of occurrences that took place in each location;
- (vi) the types of professional relationships that existed between the principal and responding parties, specifying the total number for each type;
- (vii) the means set out in section 32 by which resolution processes were completed and, for each of those means, the number of occurrences involved; and
- (viii) the average time, expressed in months, that it took to complete the resolution process for an occurrence.

# SaferPlacesNB.ca provides free workplace training and resources to prevent sexual harassment

FREDERICTON (GNB) -- SaferPlacesNB.ca, an educational website designed to assist employers and employees to better address and prevent sexual harassment, was launched virtually today.

The website was created by the New Brunswick Human Rights Commission and the Public Legal Education and Information Service of New Brunswick (PLEIS-NB) as part of a 5-year project funded by Justice Canada.

It was created to help employers meet the regulation enacted in 2019 under the New Brunswick Health and Safety Act that mandates employers to establish policies and conduct training on workplace violence and harassment, including sexual harassment. These new requirements must be followed or organizations risk fines, charges and even jail time if offences occur.

Safer Places NB evolved from consultations with stakeholders throughout the province on the issue of workplace sexual harassment. A special focus of the project was to understand and support the needs of the LGBTQIA2S+ community in the workplace.



# Corrections officers sound alarm after B.C. prison manager promoted amid harassment complaints

Fraser Valley corrections officers who have been victims of workplace harassment say they're better off staying silent than speaking out against an abusive boss.

One corrections officer's harassment complaint against his manager at Mission Institution's medium-security facility was lodged in 2019. An external company was hired to conduct an investigation going back five years, and the 38-page report substantiated the officer's allegations in April 2021.

Correctional Service Canada (CSC) gave the same manager a promotion less than a year later and moved him to another Fraser Valley prison in early 2022, according to the Union of Canadian Correctional Officers (UCCO).

# MEDIA ADVISORY – Crucial Workplace Improvements Needed for Hundreds of RCMP's Detachment Services Assistants, Mostly Women, across Canada

OTTAWA, ON, March 3, 2022 /CNW/ – The Union of Safety and Justice Employees (USJE) will be convening a virtual press conference on Monday, March 7, 2022 at 10 am Eastern time to release a report by leading public safety academic Dr. Rosemary Ricciardelli and colleagues entitled 'The Mental Health and Well-being of Detachment Services Assistants in the Royal Canadian Mounted Police: A Qualitative Investigation.'

The report focuses on the experiences of Detachment Services Assistants, who are largely women and serve as the first point of contact in every RCMP detachment across the country. It highlights their particular challenges as predominantly female workers, including risk of violence and occupational stress injury.

The report provides 12 key recommendations to improve the mental health and efficacy of DSAs working in the RCMP, including the installation of bullet proof glass, mandatory inclusion in critical incident debriefs, the development and implementation of comprehensive training for DSAs across the country, as well as access to mental health supports that reflects their needs and reduces the risk of stigma.

# Are your employees disconnecting? Plug into what's happening with a workplace assessment

Last year, my colleagues wrote two great blogs about workplace assessments. Sophie Martel answered the question of “the difference between a workplace investigation and a workplace assessment,” and Dana J. Campbell-Stevens outlined some “key considerations when preparing for a workplace assessment.” In this blog, I highlight some practical applications of workplace assessments in the context of recently enacted “right-to-disconnect” legislation in Ontario and the issue of overwork more generally.

On December 2, 2021, the Ontario government enacted the Working for Workers Act 1. Among other things, the legislation introduces a requirement that, by June 2, 2022, employers with 25 or more employees implement a policy on the right to disconnect from work.

The “right to disconnect” refers to the right of employees not to engage with work-related e-communications outside of work hours. The concept emerged with the proliferation of mobile technologies and has gained increased attention during the pandemic as remote working arrangements have blurred the line between work and personal time for many employees. Right-to-disconnect legislation was first introduced in France in 2016, and has since been implemented by other countries, such as Italy, Slovakia, and the Philippines.

# Police board considers hiring expert panel in Thunder Bay, Ont., to address complaints, investigations

Members of the Thunder Bay Police Services Board are set to consider the creation of an expert panel to provide advice and recommendations as they navigate mounting external investigations and human rights complaints.

The proposal will be discussed at the police board's next meeting on Wednesday, and would see a range of individuals with varying expertise in policing, mental health and Indigenous relations appointed.

"This step shows that we're aware of the work that needs to happen, and to shore up confidence both internally and externally in the service and in the board as an oversight body," said police service board chair Kristen Oliver in an interview with CBC News.

# How MeToo Forced Companies to See the Business Risks of Sexual Misconduct

In the five years since a wave of sexual harassment and abuse claims reignited the #MeToo Movement and electrified a national conversation about harassment in the workplace, companies still struggle with these incidents, highlighting the serious business risk of sexual misconduct.

Sexual harassment has always been a problem in the workplace, but it burst into public view in October 2017 with several news reports that dozens of women had accused movie producer Harvey Weinstein of rape, sexual harassment, and abuse over 30 years. Weinstein was fired by the company he founded, later charged, tried, and in 2020 sentenced to 23 years in prison.

Weinstein's arrest galvanized the #MeToo Movement, originally started by New York activist Tarana Burke in 2006, prompting women to share their own experiences with rape and sexual abuse. Some broke nondisclosure agreements, or NDAs, to do so.

# Poor investigation, hasty termination costs Ontario employer \$20,000

An Ontario employer may have been “too hasty” in pulling the trigger when it fired an employee for just cause, says a Toronto employment lawyer, in looking at a recent decision.

# Ontario's health minister to review investigation into 'abusive' work environment at GTA hospital

The province's health minister says she is waiting to read the results of a Toronto-area hospital network's investigation into alleged "abusive" conditions raised by a group of doctors in an anonymous letter obtained by CTV News.

And Christine Elliott told reporters Monday there may be other mechanisms she can employ if she's not happy with the job Trillium Health Partners has done getting to the bottom of the situation -- but stopped short of committing to appointing a hospital supervisor.

"As you know, all of the hospitals are independent corporations and they make their own decisions," Elliott said.

# MPP wants to track bill to enable removing abusive elected municipal officials from office

Orléans Liberal MPP Stephen Blais is calling for support in the provincial legislature to fast-track passage of a bill that would allow a city councillor or mayor who violates workplace violence or harassment policies to be removed from office by a judge.

“It’s time that the government set an example and take action and let it be known that elected officials won’t be treated any differently than any other employee in any other workplace in Ontario,” Blais said at a Wednesday morning media conference.



# Immigration Canada probing claims of systemic racism at two offices, union says

Immigration, Refugees and Citizenship Canada (IRCC) is investigating claims of systemic racism at two of its offices, says the union representing its employees.

Meanwhile, the department has hired an outside company, Charron Human Resources, to conduct a workplace audit at IRCC's call centre in Montreal — the department's only Canadian call centre — where employees have been working to fulfil the federal government's commitment to bring in 40,000 refugees from Afghanistan.

The Canada Employment and Immigration Union (CEIU) — which represents employees at IRCC, Service Canada, Employment and Social Development Canada (ESDC), and the Immigration and Refugee Board (IRB) — says the IRCC's internal racism probes stem from complaints filed by employees.

# Historic workplace harassment claims rising during the pandemic: Experts

Watch:

<https://globalnews.ca/video/8674750/historic-workplace-harassment-claims-rising-during-the-pandemic-experts>

# What happens with employer vaccine and pandemic policies now that the mandates are being lifted?

## Proof of vaccination for patrons

Last year the Ontario government introduced a vaccination passport program requiring that patrons provide proof of vaccination to access certain businesses and settings. Businesses generally supported this approach because it allowed them to ensure a safe workplace for their employees and patrons with clear government support.

Businesses, employees, and patrons alike have expressed concern about Ontario removing the passport program. However, businesses still retain the right to require proof of vaccination if they do not refuse service on discriminatory grounds under Ontario's Human Rights Code ("Code"). Vaccination status is not a protected ground, but the reason someone is unvaccinated, for example due to a medical disability, could be a protected ground. While some patrons may attempt to make this claim, the Ontario Human Rights Committee has stated these exemptions are few and far between.

## Mandatory vaccination and masking policies

The Occupational Health and Safety Act ("OHSA") requires that employers protect their employees. To satisfy this obligation, many employers introduced mandatory vaccination policies, and required employees to wear masks.

# How to handle conflict around masks

With many offices and places of work reopening while masking mandates fall by the wayside, how can HR leaders ensure that workers with different points of view continue to get along?

# ‘Demoralized and exploited’: Ontario’s health-care workers are in crisis

TVO.org: I read some of your work going back to 2017, and in it you note that some research suggests that violence for nurses is more prevalent than it is for say, police officers. It’s an “everyday” occurrence. That surprised me. Can you give me a big-picture overview of workplace violence in the health-care sector?

A man filming in The Agenda studio

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Margaret Keith: We have statistics that we’ve included — there have been some recorded numbers — but as we are going through these, I should say that the prevalence of violence is really under-reported. We don’t know, because those statistics aren’t being collected. A lot of the health-care workers don’t report, so the numbers we’re giving you, as shocking as they are, underestimate the severity and the prevalence of violence.

# Private seniors' home in Lévis, Que., under investigation for alleged abuse of migrant workers

Quebec's immigration and labour minister, Jean Boulet, has sent workplace health and safety investigators to look into allegations that operators of a private seniors' home in Lévis, Que., harassed, blackmailed and underpaid six temporary migrant workers from Africa over the course of many months.

Boulet called on the workplace health and safety board (CSST) to investigate after the French-language newspaper *Le Devoir* reported Thursday that Villa mon domaine, a 63-room residence, had been paying the workers just \$50 to \$70 a week.

"I found it revolting, intolerable, unacceptable," Boulet told Radio-Canada.

"We will take whatever steps are necessary quickly. We will investigate, and if it's true, we will remedy the situation."

# Vancouver Whitecaps executive steps down as investigation into soccer club continues

A longtime Vancouver Whitecaps executive has resigned from her position, but will co-operate with an investigation into how the soccer club handled sexual misconduct allegations against two former women's team coaches, according to club leadership.

Rachel Lewis left her position as chief operating officer "to pursue other opportunities," Whitecaps CEO Axel Schuster said in a written statement.

"She was an important member of the club's leadership team since 2003 and we wish her all the best in the future," Schuster said.

"Rachel has confirmed that she will continue to co-operate with the ongoing investigation led by Janice Rubin and Melody Jahanzadeh of Rubin Thomlinson LLP."

# Supreme Court declines to shut down \$1.1-billion workplace systemic bullying test case

The Supreme Court of Canada will not hear Ottawa's bid to quash the certification of a class action which seeks \$1.1 billion damages for the RCMP's allegedly negligent and systemic failure since 1995 to provide a workplace free from (non-sexual) "bullying, intimidation and harassment," and for alleged reprisals against those who complained.

On March 17, the top court dismissed the Attorney General of Canada's application for leave to appeal from the approval by the federal courts' below of the certification of a class action which argues for court recognition of a new tort in negligence for workplace harassment: *Greenwood v. Canada* 2020 FC 119.

The Federal Court of Appeal pared down the class from more than 200,000 to an estimated 50,000: *R. v. Greenwood* 2021 FCA 18.

If it succeeds, the test case could inspire negligence claims for workplace harassment by non-unionized workers in private industry across Canada.



# Assembly of Manitoba Chiefs appoints temporary leader due to investigation

An advocacy group representing First Nations in Manitoba has appointed a temporary leader while the organization investigates a formal complaint against a prominent chief.

The Assembly of Manitoba Chiefs says Eric Redhead will take on the role of acting grand chief.

Arlen Dumas was suspended from the position last week after the organization said a senior staff member had filed a formal complaint against him.

The group says in a news release that it has started reviewing its workplace harassment policies and will make changes.

Winnipeg police previously said an incident number for a complaint was generated but they could not confirm the parties involved.

Redhead is also the chief of Shamattawa First Nation, located approximately 745 kilometres north of Winnipeg.

# Assembly of Manitoba Chiefs Grand Chief suspended due to accusations of sexual assault

The Grand Chief of the Assembly of Manitoba Chiefs, (AMC) one of the most powerful Indigenous leaders in this province, has been accused of sexual assault, and Winnipeg Police confirmed Friday those accusations have been reported to police.

On Thursday evening reports surfaced that AMC Grand Chief Arlen Dumas has been accused of sexual assault by a woman who is reported to have worked with AMC, an organization that represents and advocates for 62 First Nations across Manitoba.

As a result, AMC announced Friday that they will be investigating the complaint, and that Dumas has been suspended from his role while the investigation is being carried out.

On Friday, the Winnipeg Police Service (WPS) confirmed in an email sent to the Winnipeg Sun that they have received a complaint against Dumas and that an incident number has been created, but said they would offer no further comment on the report at this time, and would not reveal the name of any other parties involved in the report.

# Grand Chief Arlen Dumas facing calls to step down amid suspension over sexual harassment and sexual assault allegations

Arlen Dumas is facing calls to step down as Grand Chief of the Assembly of Manitoba Chiefs (AMC) amid an allegation of sexual harassment and sexual assault brought forward against him by a senior AMC staff member.

In a letter dated Mar. 14 that was sent to the AMC's executive council of chiefs and women's council, the senior staff member called on the organization to act urgently after raising concerns about workplace culture and harassment "based on my personal experiences of harassment, sexual harassment and sexualized violence by Grand Chief Dumas."

CTV News isn't identifying the staff member, who wants to remain anonymous because she said in the letter she's a victim of sexual assault.

# Ensuring a safe return for remote employees

As the COVID-19 pandemic has progressed through a number of waves and variants, we are now seeing a large number of jurisdictions lifting all, or nearly all, public health orders relating to COVID-19. Some of the provisions which have been lifted include proof of vaccination requirements, masking, isolation requirements, and other protective measures.

# WorkSafeBC responded to 931 complaints of bullying and harassment last year

LAST year in B.C., WorkSafeBC received more than 3,400 enquiries related to bullying and harassment and responded to 931 specific complaints of bullying and harassment in the workplace.

Of these enquiries, 17 per cent came from the health care sector; 10 per cent from hospitality; 8 per cent from construction; and 8 per cent from the retail industry.

WorkSafeBC says bullying and harassment in the workplace can take many forms. Examples of behaviour or comments that might constitute bullying and harassment include verbal aggression, personal attacks, and other intimidating or humiliating behaviours. While bullying and harassment can occur between workers and between workers and management, bullying and harassment of workers can also occur by customers, clients, and other members of the public.

“Workplace bullying and harassment can have far-reaching impacts on a worker’s psychological health and safety — it can lead to anxiety, depression, absenteeism, and lower productivity,” says Al Johnson, Head of Prevention Services with WorkSafeBC. “No one should be subject to bullying and harassment at work.”

# 65 per cent of LGBTQ+ Quebec employees experienced harassment: survey

Sixty-five percent of LGBTQ+ workers in Quebec have experienced workplace harassment in the past five years, according to a Leger Marketing-Fondation Émergence survey released Thursday.

In comparison, 35 per cent of heterosexual and cis-gendered people have experienced harassment during this period.

The most common incidents were discriminatory jokes, intrusive questions or negative or stereotypical comments, taunting, or sexual jokes.

"One manager made the comment that 'LGBTQ+ people should all die,'" said one respondent. "Another said that 'male co-workers make fun of other presumably gay co-workers ... openly and with great contempt,' and yet another was herself being bullied, as co-workers imitated her body language and voice in front of her."

# Harassment at work | LGBTQ+ people are often targeted

LGBTQ+ people are more likely to experience harassment in the workplace, according to a recent Léger Marketing survey commissioned by Fondation Émergence. The organization that combats homophobia and transphobia is convinced that by educating employers and their employees about sexual and gender diversity, it is possible to reduce this problem.

# Activision Faces Another Lawsuit Involving “Rampant Sexism” Within The Company.

On Wednesday, March 23, the game company best known for their Call of Duty franchise, Activision, was hit with another lawsuit regarding an employee’s experience of discrimination and sexual harassment at her workplace.

The lawsuit was filed in Los Angeles County Superior Court by attorney Lisa Blooms on behalf of a victim of “rampant sexism” in her work environment who was referred to as “Jane Doe.”

Doe has previously hosted a press conference in front of Blizzard’s Ivern, California office during December to inform others of what she calls a “alcohol-soaked culture of harassment” and received retaliation against her for speaking out on her experience of what she endured.

According to the complaint, Doe began working at Activision Blizzard as a senior administrative assistant to former Blizzard staff, Mark Skorupa and other employees of the IT department in 2017. The lawsuit alleges that Skorupa showed sexual behaviors and made sexual comments towards her and when she filed a complaint to her managers. They said they insisted “it was just her leaderships being nice and trying to be friends with her.”



# Nurses decry quiet withdrawal of charges stemming from violence at Southlake Regional Health Centre

NEWMARKET, ON, March 28, 2022 – With serious workplace violence incidents continuing to plague Southlake Regional Health Centre, Ontario Nurses' Association (ONA) President Cathryn Hoy, RN says that she is incensed that several of the latest round of workplace violence charges against Southlake are being quietly withdrawn by the Crown

“The charges that were brought against Southlake and CEO Arden Krystal personally, resulted from a three separate incidents of workplace violence that happened in October and December of 2020, including an incident involving a nurse and ONA member, who was injured while caring for a patient with a known history of violent behaviours,” notes Hoy. “A thorough investigation led the Ministry to charge the workplace and, in a first, the CEO herself, for failing to protect health-care workers. Yet, all but two of the charges have been withdrawn with no explanation as to why.”

# Five ways to manage employee complaints in remote work

As employees return to the workplace and frantically rack their brains for new and unique ways to negotiate flexi-working arrangements with their HR departments, one HR consultant is warning of the internal trust HR teams are losing from remote work. Is the lack of face-to-face contact dissuading your employees from raising concerns in the workplace?

Maureen Kyne is an HR consultant who works with C-suite and senior leadership teams across manufacturing, healthcare and local government.

“If HR departments have lost the trust and accessibility they had pre-pandemic, HR must now re-think how it deals with complaints when the entire workforce is remote,” Kyne told HRD.

# Mental-health apps just one part of support, treatment process

While mental-health apps play an important role in employee benefits offerings, employers must remember apps are the gateway to treatment and not the treatment itself, says the co-author of a new study by the Workplace Safety & Prevention Services.

“Don’t outsource your mental-health problems and think digital solutions alone are a panacea, just because it’s cheap and convenient,” says Bill Howatt, president and founder of Howatt HR Consulting, likening mental-health apps to similar programs and devices for physical fitness. “[The app] is collecting data, providing some education and helping keep me accountable. But that alone won’t get me moving — I may need a personal trainer or to join a gym.”

# Activision, EEOC win judge's approval of sex bias settlement

A Los Angeles federal judge on Tuesday signed off on Activision Blizzard Inc's \$18 million settlement of a U.S. Equal Employment Opportunity Commission lawsuit alleging widespread sex discrimination, over the objections of a California agency that says the deal could derail its own case against the video game maker.

During a hearing, U.S. District Judge Dale Fischer said she would give final approval to the settlement after Activision and the EEOC made various tweaks she requested last week.

# Western University study shows workplace harassment and violence still a major issue

A new study from Western University has found that almost three-fourths of employees reported experiencing at least one form of violence and sexual harassment.

The Respect at Work: Harassment and Violence in Canadian Workplaces study was a partnership between Western University's Centre for Research and Education on Violence Against Women and Children (CREVAWC) at Western University, researchers from the University of Toronto, and the Canadian Labour Congress.

The survey includes responses from 4,878 workers from Oct. 21, 2020 to April 21, 2021, as well as interviews from 34 participants recruited through networks of the Canadian Labour Congress and its affiliates and through social media.

# New report shows harassment, violence still pervasive in Canadian workplaces

Harassment and violence remain pervasive and destructive problems in contemporary Canadian workplaces, according to a new survey developed by researchers from Western University.

The National Survey on Harassment and Violence at Work in Canada is part of a partnership between Western's Centre for Research and Education on Violence Against Women and Children (CREVAWC), Faculty of Education, the University of Toronto and the Canadian Labour Congress.

# New survey: 71.4 per cent of respondents experienced one form of harassment and violence at work

A new national survey conducted in part by Western University, says prevention is urgently needed to curb harassment and violence in the Canadian workplace.

The joint study, "Respect at Work: Harassment and Violence in Canadian Workplaces," released Wednesday shows 71.4 per cent of respondents experienced at least one form of harassment and violence or sexual harassment two years prior to the survey.

“This report reaffirms what we’ve been hearing from workers for years,” said Bea Bruske, from the Canadian Labour congress.

According to Sandy Welsh, one of the lead researchers, 88 per cent of the recipients are union members working in education, healthcare and social services.

# Over 7 in 10 workers facing violence and harassment

Canadian employers must do a better job to address the issue of harassment, sexual harassment and violence in the workplace, according to a recent report.

Overall, 71.4 per cent of Canadians say they have experienced at least one form of harassment and violence or sexual harassment and violence, finds a survey from the Canadian Labour Congress and the Western University Centre for Research and Education on Violence Against Women and Children.

Nearly two-thirds (65 per cent) experienced at least one behaviour or practice of harassment and violence at work in the past two years and 43.9 per cent experienced at least one behaviour or practice of sexual harassment and violence in the past two years while at work.



# Arlen Dumas to face non-confidence vote after sexual assault allegation: Assembly of Manitoba Chiefs

The Assembly of Manitoba Chiefs will hold a non-confidence vote to decide whether now-suspended Grand Chief Arlen Dumas should continue in his position following an allegation he sexually assaulted a colleague, the AMC said Thursday.

At a meeting on Wednesday, the AMC's executive council of chiefs agreed to postpone its general assembly scheduled for April, and will instead hold a special meeting for the chiefs-in-assembly in May, a news release said.

At that meeting, Dumas will be given the opportunity to speak to the chiefs-in-assembly prior to the vote.

# Reports

- Harassment and Violence in Canadian Workplaces: It's [Not] Part of the Job
- APEX: The State of Executive and Workplace Health



RESEARCH REPORT

# Harassment and Violence in Canadian Workplaces: **It's [Not] Part of the Job**

APRIL 2022

REPORT  
*Coming Soon!*



**ALMOST  $\frac{3}{4}$  (71.4%)**

Experienced at least one form of harassment and violence or sexual harassment and violence in the two years prior to completing the survey.

**HARASSMENT AND VIOLENCE IN CANADIAN WORKPLACES:  
IT'S [NOT] PART OF THE JOB**

HARASSMENT OR VIOLENCE  
**65%**

SEXUAL HARASSMENT AND VIOLENCE  
**43.9%**

ONLINE HARASSMENT  
**26.5%**

RESPECT *at work* Western Centre for Research & Education on Violence Against Women & Children

*Learn more*



**HARASSMENT AND VIOLENCE IN CANADIAN WORKPLACES:  
IT'S [NOT] PART OF THE JOB**

**26%** of survey respondents reported living with at least one form of disability

RESPECT *at work* Western Centre for Research & Education on Violence Against Women & Children

**Learn more**

# From the report:

All forms of harassment and violence continue to pose significant health and safety risks for Canadian workers.

- Almost three-quarters (71.4%) of survey respondents experienced at least one form of harassment and violence or sexual harassment and violence, in the two years prior to completing the survey.
- Almost two in three (65%) of survey respondents experienced at least one behaviour or practice of harassment and violence at work in the past two years.
- Just over two in five (43.9%) of survey respondents experienced at least one behaviour or practice of sexual harassment and violence in the past two years while at work.
- Just over one-quarter (26.5%) of respondents surveyed experienced at least one form of work-related online harassment in the past two years.

# APEX: The State of Executive and Workplace Health



## Overview

### **APEX 2021 Executive ▶ Work and Health Survey**

### **APEX 2017 Executive Work and Health Survey Results**

## The State of Executive and Workplace Health

Over 4,000 executives in the federal public service responded to the sixth **Executive Work and Healthy Study (EWHS)**.

Through the EWHS, we better understand the fabric of the executive cadre and use the results to inform programs and services at APEX and in the public service.

- **NEW! Report Synopsis**
  - [2021 APEX Executive Work and Health Study – Synopsis](#)
- **Initial Findings Presentation**

# Conclusion from APEX report

One may describe executives as having weathered the storm of the pandemic. It is also evident that some have come through better than others. Overall, executives are bruised, weary, looking for relief and needing time to recovery and refresh. The call to action is with their superiors and organizations.

Supervisor support is a key driver of both individual and organizational health outcomes. What is just as clear is that supervisors also need support, recognition, and appropriate leadership competences particularly to achieve meaningful inclusion. The ASE reports a 52% increase in the demand for its confidential counselling services since 2017. A staggering 38% were related to supervisors. As the ASE's 2020-2021 Annual Report noted, "we have few clients who have people-centric superiors" (p.15).

In looking for best practices and models of success, there are interesting insights within non-core organizations worth further study. In most instances non-core organizations were doing better than the Core Public Administration. This is attributable to the structural and systemic differences that result in different organizational environment and cultures.