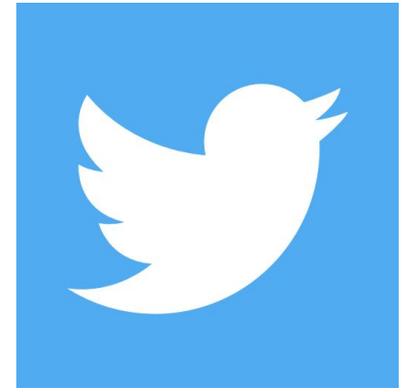


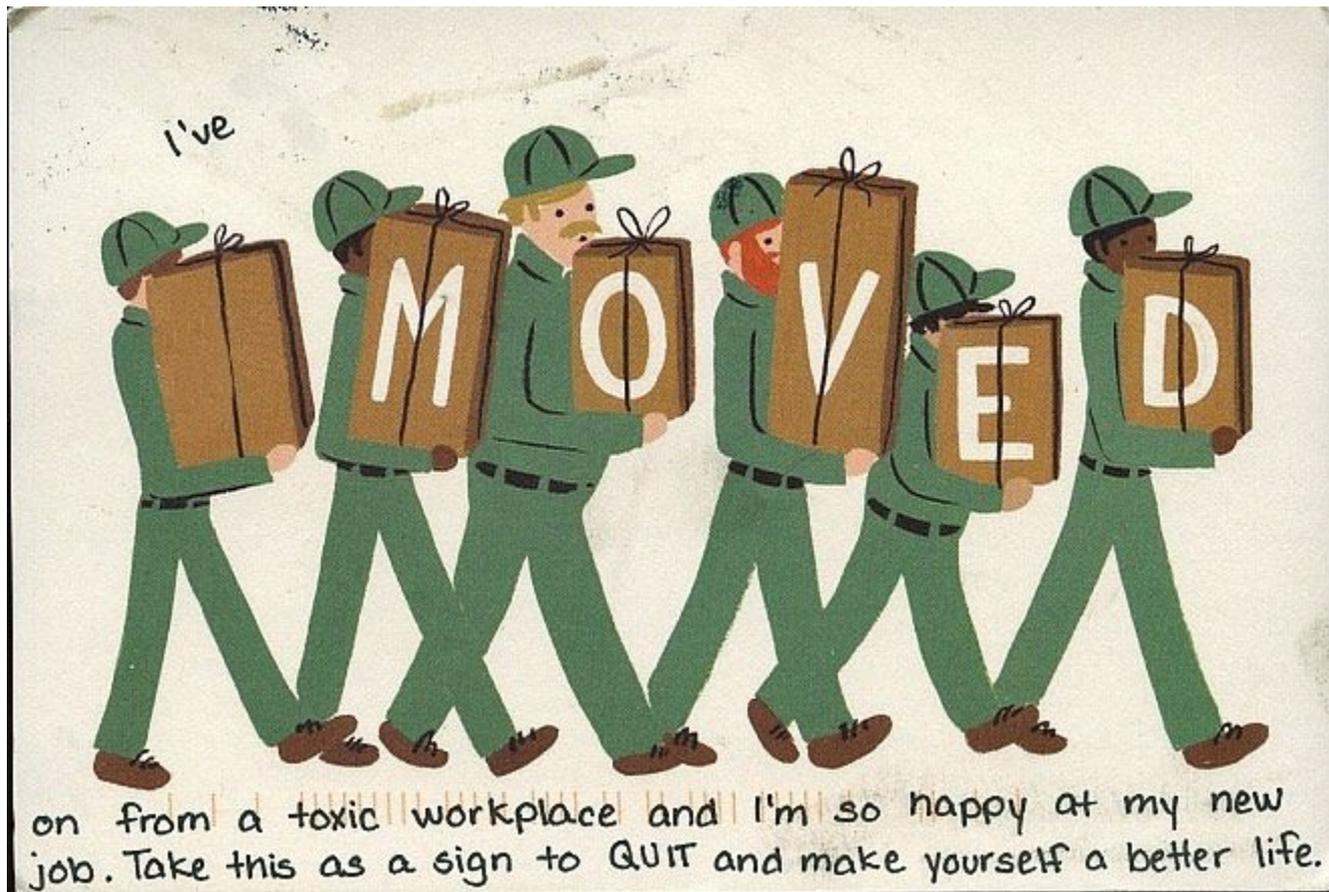
*May 2022*

Environmental Scan

# On social media

- Toxic workplaces
- Report on state of mental health of journalists
- Dress code enforcement at Ottawa school
- Protest at Rick Chiarelli's office
- Systemic issues at RCMP
- Lack of respect and training for disability as a protected group
- Defence Minister and combatting sexual misconduct







**Amanda Connolly** ✓

@amandacconn



The report authors say there's a broad combination of factors going on here, including fundamental changes in the way our industry functions + a deeply embedded "suck it up" culture in newsrooms.

Also social media threats and the crossover of this into real-world abuse.

10:55 AM · May 25, 2022 · Twitter Web App

**11** Retweets   **5** Quote Tweets   **53** Likes





CTV Ottawa @ctvottawa · May 5

Former Rick Chiarelli Employee Stephanie Dobbs joins us with more the rally planned for outside the councillor's office denouncing **workplace**



RALLY AGAINST HARASSMENT

CTV

ottawa.ctvnews.ca

Rally Against Harassment

Former Rick Chiarelli Employee Stephanie Dobbs joins us with more the rally planned for outside the councillor's office denouncing workplace



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8



Laine Johnson @laine\_johnson1 · May 5



Lunchtime today in [#nepean](#) [#collegeward](#): @OCTEVAW @capitaldobbs @glimpssofkhadija for municipal leader accountability & safety for women in politics. When [#weruntogetheron](#), everyone deserves a **harassment free work** environment. Power is real.



ottawa.citynews.ca

Bra hanging rally at Ben Franklin Place brings harassment in politics to...

Organizers are also encouraging people across Ontario to display bras outside their local municipal buildings.



9



14



46





**CTV Ottawa** ✓ @ctvottawa · May 5



Protesters hang bras outside Councillor Rick Chiarelli's office to demand a **workplace free of harassment.**



[ottawa.ctvnews.ca](http://ottawa.ctvnews.ca)

**Rally for political accountability**

Protesters hang bras outside Councillor Rick Chiarelli's office to demand a workplace free of harassment.





Nick Dumoulin  
@dumoulin\_nick

...

I'm so ashamed I attended this school.

They did this to my sister. I'm disgusted.

613ottawatv Students, particularly girls of École Secondaire Catholique Beatrice-Deslorges in Orléans are upset with school administration following a 'surprise' dress coding blitz conducted by school staff.

Students showed up to class on a warm 30 degree day wearing summer-style clothing to cope with the heat.

An hour after the start of the school day, 50-60 students, mostly girls, were sent to the office for allegedly violating the schools dress code.

Victims allege they felt humiliated during the confrontation. Male teachers were assigned to go class to class to perform the dress code blitz, and the students were told to bend-over and touch their toes as a method of measuring their clothing.

The incident quickly gained attention across Ottawa, with students from the french school posting their experiences and the humiliation they felt during the incident.

Students were forced to miss class, and their phones were confiscated as a 'deposit fee'. Many were crying, and felt violated.

12:44 PM · May 13, 2022 · Twitter for iPhone



1,967 Retweets 752 Quote Tweets 7,883 Likes



The Hill Times ✓  
@TheHillTimes

...

Opinion: COVID-19 paused a lot of things, but not cyberbullying #cdnpoli

[bit.ly/3wlux0n](https://bit.ly/3wlux0n) (subs)



12:47 PM · May 14, 2022 · TweetDeck



View 1 photo

Canadian Federation of University Wome... @CFUWFC... · May 10 ...

"Without action, Inuit women will not have full or safe access to the most vital labour market sectors across Inuit Nunangat because of issues associated with **workplace sexual harassment** and violence." - @Pauktuutit President Gerri Sharpe



rcinet.ca

Mining industry must improve working conditions for Inuit woman in C...  
The mining industry in Canada must do more to improve the working conditions of Inuit woman, Pauktuutit Inuit Women of Canada said at ...



Student Researchers United-UAW @sruuaw

...

Bullying and harassment is an ongoing crisis at UC. Academic workers are united for a fair workplace to demand effective and enforceable policies to prevent abuse and protect survivors.

UAW Local 5810 @UAW5810 · May 16

Bullying and harassment run rampant in higher education. Academic Workers are coming together to demand contracts that put an end to abusive treatment. fairucnow.org



UAW ACADEMIC WORKERS  
48,000 STRONG AT UC

Zara Weinberg,  
Biochemistry & Biophysics  
Postdoc, UCSF

"I have witnessed many of my colleagues suffer racism, bullying, and harassment at work, while being unable to afford their basic needs because they are rent-burdened while living in university-owned housing. I've been lucky to work with a supportive PI, but I know academic workers shouldn't have to rely on luck to have their basic needs met.

I support our United for a Fair Workplace demands because everyone deserves to work in a safe environment and be able to afford to live comfortably while doing cutting edge science at a leading research institution!"

ALT





**Khoa Hoang** 🇺🇸 @ServingOttawa · May 10



"For too long, there has been a culture within the RCMP that is permissive of systemic inequities and has led to misogyny, discrimination, **harassment** and **workplace** violence."



cbc.ca

Indigenous women face higher rates of systemic discrimination, violence...  
The Canadian Feminist Alliance for International Action says there is "growing evidence of systemic discrimination and violence" against ...



[Show this thread](#)





**Stopworkplacebullies** @Stopworkplacebu · May 15



**Workplace** bullying, mobbing, **harassment** and all other forms of violence in the **workplace** is, careless, irresponsible, unprofessional, unnecessary and emotionally violent.

Stop, think about what you are doing. We all have a part to play in the de-escalation **workplace** violence.



1



14



42



**Johanna Rickne**

@johannarickne



Our paper on workplace sexual harassment is now out in the QJE! (with @ollefolke).

A thread on what we do and find, using nationally representative survey data, administrative data, and a survey experiment.

Read the open-access paper here:

[doi.org/10.1093/qje/qj...](https://doi.org/10.1093/qje/qj...)

### SEXUAL HARASSMENT AND GENDER INEQUALITY IN THE LABOR MARKET\*

OLLE FOLKE AND JOHANNA RICKNE

We describe how sexual harassment contributes to sex segregation and pay inequality in the labor market. Combining nationally representative survey data and administrative data, we show that both harassment and wages vary strongly and systematically across workplaces. Women self-report more harassment from colleagues and managers in male-dominated workplaces where wages are relatively high, and men self-report more harassment in female-dominated workplaces where wages are low. These patterns imply two ways that harassment may contribute to gender inequality. First, harassment deters women and men from applying for jobs in workplaces where they are the gender minority. A survey experiment with hypothetical job choices supports this mechanism. Respondents are





**julia ferraioli** ✓  
@juliaferraioli



I wish that unconscious bias/anti-harassment/inclusive workplace training didn't pretend like disabled people were magically just... non-existent.

It seems like they cover every protected class \*except\* disability.

12:14 AM · May 13, 2022 · Twitter for Android

7 Retweets 2 Quote Tweets 76 Likes



Tweet your reply

Reply



**julia ferraioli** ✓ @juliaferraioli · May 13  
Replying to @juliaferraioli  
Scenarios:



"Pat grabbed her colleague's wheelchair to get them to their next meeting faster, but her colleague got angry. What should Pat have done?"

Or:

"Joe planned a team hike, but didn't think about Janet, who has a spinal cord injury -- what was the problem there?"



1



1



20





**chelsea nash** @bychelseanash · 47m



Today Defence Minister Anita Anand is releasing the final report of the Independent External Comprehensive Review into Sexual Misconduct and Sexual Harassment in DnD and the Canadian Armed Forces. Tweeting through her presser in this thread. 1/



1



4



8



[Show this thread](#)



**chelsea nash** @bychelseanash · 32m



Anand speaking now: "I recognize that some may express skepticism about our ability to achieve and our commitment to pursue reform. Let me clearly state my belief that this is the moment to create change. And we expect the CAF and the DnD to establish meaningful reforms"



2



1



**chelsea nash** @bychelseanash · 26m



Anand says the government is immediately starting to work on or continue to work on 17 of the recommendations. Some of the rec's will need more further analysis, consultation, she says. Will update Parliament





# Backgrounder: The dismal state of New Brunswick's right to info law

The Town of Sackville's refusal to release a consultant's report on the troubled Sackville Fire Department points to serious shortcomings in New Brunswick's Right to Information and Protection of Privacy Act (RTIPPA), according to experts.

They add that New Brunswick officials have too much leeway under RTIPPA to deny access to information that they want to keep secret.

It took the town a month, for example, to deny a Warktimes request for a copy of the Montana workplace assessment of Sackville Fire & Rescue and it then took five months for the provincial Ombud to uphold the town's refusal to release it.

Such long delays coupled with sweeping restrictions on the release of information and a lack of effective oversight have made New Brunswick one of the hardest places to get government information, according to two experts who have studied RTIPPA.

# NWT Disabilities Council ‘obstructed’ investigation, documents claim

Internal documents suggest the Northwest Territories government failed to investigate Yellowknife’s day and sobering centre as promised because the shelter’s operator “obstructed” its efforts.

Yellowknife's day shelter and sobering centre at night

Yellowknife's day shelter and sobering centre at night. Ollie Williams/Cabin Radio

In the spring of 2021, the NWT Health and Social Services Authority said it was launching an investigation in response to detailed allegations of unsafe working conditions and management failings at the day and sobering centre.

Health minister Julie Green said the claims were “being taken seriously” and, once the investigation was complete, information would be made public.

# There Is No “Minor” Sexual Harassment: Evolving View of the Courts on the Seriousness of Sexual Harassment

Two recent decisions from the Ontario Court of Appeal demonstrate that courts are moving away from assessing the severity of sexual harassment on a “spectrum,” and towards treating every incident of sexual harassment as serious.

*Render v. ThyssenKrupp Elevator (Canada) Limited* (2022 ONCA 310) dealt with a manager who was terminated after a single incident of slapping a female subordinate on the buttocks. The employer had in place a “zero tolerance” policy for harassment and discrimination, and a progressive discipline policy, which stated that where the misconduct is of a severe nature, the progressive discipline may be accelerated to match the situation.

Despite these policies, the employer’s work culture was informal and oftentimes inappropriate. Banter and jokes of a sexually suggestive nature were common, and male coworkers were in the habit of slapping each other on the buttocks as a joke. It was during such an incident of banter that the manager slapped his subordinate on the buttocks, describing it as an accident. After an investigation into the manager’s conduct, the decision was made to terminate his employment, despite his spotless thirty-year disciplinary record.

# Police offer update on probe into workplace death north of London

Provincial police say they are no longer involved in the investigation into a Monday workplace death in Lucan as Ontario's labour ministry continues its probe.

A spokesperson for Middlesex OPP says the incident "was non-suspicious" and that the matter "has been handed over to the Ministry of Labour," which investigates incidents of workplace injury and death provincewide.

Police, Middlesex-London paramedics and Lucan firefighters were called to a Breen Drive business for a workplace incident about 9:30 a.m. Monday, Middlesex OPP said. One person was pronounced dead at the scene, police said.

Officials from Ontario's labour ministry were seen at OJB Industries on Breen Drive in Lucan. Two investigators have been assigned to the case, ministry officials wrote in an email, adding: "There are no further details available at this time."

# Battle over secret CRA tax deal divided staff, launched complaints, documents show

The Canada Revenue Agency violated its own policy and exposed its reputation to damage when it granted a secretive tax deal to a major corporation, according to documents filed in court.

More than 2,000 pages of highly sensitive government records recently filed in Federal Court expose details of an internal CRA controversy over the tax deal.

A past director said no to the deal, according to CRA documents. One CRA manager refused to approve the deal and wrote in the records that an executive tried to make him support it, which was "completely unethical and "wrong," according to the documents.

The division that approves such deals also disagreed with the arrangement — warning it would lead to lower tax revenues, the records show. Despite the pushback, agency executives went ahead with the arrangement in 2019, CRA records show.

"There could be negative reputational effects as a result of the atypical process followed ... ," reads the preliminary findings of an investigation by CRA's Internal Affairs and Fraud Control Division, tabled in Federal Court.

# 'It's been a fun ride': i-Sight CEO exits case management software firm in wake of U.S. equity investment

An Ottawa company that helps some of the world's biggest brands identify, investigate and prevent fraud, workplace harassment and other types of corporate malfeasance is banking on a major investment from a U.S. private equity firm to extend its reach into new global markets.

Case management software provider i-Sight announced last week that Resurgens Technology Partners, an Atlanta-based private equity firm that specializes in scaling up software enterprises, is adding the Ottawa company to its portfolio.

Terms of the deal were not disclosed. Under the agreement, i-Sight co-founder and chief executive Joe Gerard is leaving the company and will be replaced by David McNeill, a 30-year tech veteran who most recently served as chief operating officer of another Resurgens portfolio company, Connecticut-based analytics firm Investment Metrics.

# 5 things equal opportunity employers should know

The term “equal opportunity employer” is becoming a more familiar part of everyday business lingo but what does it mean to be an equal opportunity employer?

## 1. What is equal employment opportunity?

Equal employment opportunity (EEO) is having merit-based policies and freedom from discrimination in the hiring process and in the workplace. EEO law differs globally. EEO is protected by numerous legislations in Australia including the Age and Disability Discrimination Acts.

## 2. What is an equal opportunity employer?

An EEO employer actively commits to not discriminating in the workplace. Discrimination includes race, colour, religion, gender, national origin, age, disability, or genetic information. Businesses may want to show that they take equality in their organisation seriously and to encourage more diverse job seekers.

# 5 things equal opportunity employers should know (cont'd)

## 3. Benefits of being an equal opportunity employer

The most obvious benefit is diversity in your talent pool but first you must attract a talent pool – a Glassdoor study showed that 76% of employees say working for a diverse company is important to them. Employers will also benefit from reduced legal costs from less formal complaints and recovered time from employees spending time investigating issues.

## 4. Importance of being an equal opportunity employer

Being an EEO demonstrates a company's commitment to doing the right thing. It will enhance your reputation and boost employee morale and job satisfaction.

## 5. What makes a good EEO policy?

A good EEO policy aims to decrease discrimination and harassment in the workforce by promoting equality. The policy should be included in the employee handbook. It should define the steps the business will take to prevent discrimination and the disciplinary process if it does occur.

# 'Fear, favouritism and lies' control Charlottetown city hall, staff allege in letter to council

Four staff members with the City of Charlottetown have sent an anonymous letter to council decrying the city as a toxic workplace, placing responsibility for that squarely with the city's chief administrative officer Peter Kelly, and urging council to launch an investigation into his conduct.

"We have seen too many former staff who spoke out pay a high price," says the letter from staff, signed "Staffers Wanting Change."

"The City of Charlottetown is a workplace that is controlled by fear, favouritism and lies."

A copy of the letter was tabled in the provincial legislature Thursday by Green Party Leader Peter Bevan-Baker.

# Women working for apps like Uber and Doordash often 'brush off' harassment

Gig industry platforms such as Uber, Doordash, and TaskRabbit fail to acknowledge the realities of women workers' experiences, putting women at financial and personal risk, finds a new study.

Researchers interviewed 20 women gig workers in Canada and the U.S. and found that women—who make up approximately half the gig workforce in Canada—often have to 'brush off' harassment for fear of losing work, and available safety tools aren't very effective. Authors Dr. Ning Ma (she/her), a postdoctoral fellow, and Dr. Dongwook Yoon (he/him), assistant professor, from the UBC department of computer science, discuss what gig companies can do to improve women workers' experiences and reduce risk.

# Bra protest at Rick Chiarelli's office demands law to remove councillors for misconduct

Colourful bras hung from the trees outside the ward office of Ottawa city Coun. Rick Chiarelli in Nepean on Thursday as protesters once again called for him to be removed from office.

The embattled College ward councillor has faced multiple harassment allegations since CBC began breaking stories in 2019 about inappropriate behaviour, including pressuring employees and job applicants to go braless to certain work events.

A sixth complainant recently came forward to CBC with new allegations, including that Chiarelli launched a weeks-long campaign in 2014 to pressure her to perform oral sex on a stranger in exchange for cash, and also made her go out on a date with a potential contact.

Integrity commissioner Karen Shepherd has launched a formal investigation into the woman's complaints.

# Activision Blizzard Hires New VP In Lieu Of Harassment Allegations

Activision Blizzard has hired Jessica Martinez as its first Vice President of Culture during a hiring spree. Martinez will implement and expand the game's studio's culture strategy, as well as lead a learning and development team that will help create a work environment where people feel "safe, valued" and eager to cooperate. A 14-year veteran of Disney, Martinez was Chief of Staff there and advised both the Chief Security Office and the park's Chief Technology & Digital Officer. She was also known for building a diversity- and value-focused culture. According to Blizzard, while there, she led efforts to harmonize security when Disney bought key Fox studios and channels.

The Activision hiring comes just weeks after the Overwatch publisher hired diversity chief Kristen Hines. It also follows months of employee shuffles and organizational efforts in the wake of the Bobby Kotick scandal, which has led to much turmoil for the company. They have taken action by ousting or disciplining numerous workers for participating in or tolerating a hostile work culture. This includes former Blizzard President J. Allen Brack. They also launched a "Workplace Responsibility Committee" designed to fight discrimination and harassment.

# 'Making monsters of each other': Businesses fear impact of Quebec language law

As Quebec's contentious language law heads closer to adoption, the province's business community is growing increasingly anxious about what it could mean for their bottom line, with some companies considering leaving entirely.

Known as Bill 96, the legislation would impose tougher language requirements on small businesses and companies in federally regulated industries, such as banking and telecommunications, as well as governments and schools. The bill is expected to pass before the legislature breaks for the summer.

On top of strengthening 1977's Charter of the French Language — the province's signature language law usually known as Bill 101 — the legislation would apply to tens of thousands of previously exempt businesses.

If it passed, companies with 25 employees or more would be subject to "francization" — government certification that use of French is generalized in the workplace — down from 50 currently. The bill also assigns new powers to the French language watchdog and sets tighter language rules for professional orders.

# Managing COVID-19 Organizational Best Practices & Risk Assessment

Although most regulatory requirements have now been lifted, COVID-19 continues to circulate in our community and caution remains essential. Employers play a critical role in reducing the spread of COVID-19 in their organization and can lower the risk of COVID-19 exposure by following best practices. The guidance below outlines best practices as recommended by Hamilton Public Health Services for organizations to consider. These practices can be implemented in any setting (sport organization, places of worship, event venue etc.)

Organizations are also encouraged to do a risk assessment and are encouraged to review their own organizational policies and operations and implement the appropriate infection prevention and control measures to reduce the risk of COVID-19 infection in their organization for patrons and staff. Organizations should also be aware of requirements under the Occupational Health and Safety Act when determining measures needed to protect employees and volunteers.

Individuals and organizations can minimize their risk of both COVID-19 and other respiratory infections by layering public health measures together.

# Indigenous women face higher rates of systemic discrimination, violence by RCMP, says report

A new report by a coalition of human rights advocates is calling on the federal government to establish an independent external review of Canada's national police force to address its treatment of women.

Published May 9, the Canadian Feminist Alliance for International Action (FAFIA) says its report finds there is "growing evidence of systemic discrimination and violence" against women by the national police force. According to the 56-page document, Indigenous women are disproportionately impacted.

"Indigenous women and girls have long been targets of sexualized violence and exploitation at the hands of state actors, including the police," said Pamela Palmater, a Mi'kmaw lawyer and chair in Indigenous governance at Toronto Metropolitan University, during a virtual news conference Monday.

# Former Delta police officer claims she was sexually harassed, bullied during 8-year career

A former member of the Delta Police Department is speaking out, saying she was harassed, sexually harassed, and bullied during her eight years with the department.

In an exclusive interview, Helen Irvine told Global News she initially loved her job, but it was a toxic workplace.

She said colleagues played head games with her, sometimes hiding her patrol car keys.

Other times, she said they engaged her in a game called, 'Would You Rather,' and asked her to choose between having sex with a colleague that was "sitting right in front of me," or being "eaten by an alligator" in a hypothetical scenario.

# How to manage toxic workplaces – before it turns into a lawsuit

One bad apple ruins the bunch – so too can a toxic employee. A bad attitude is one thing, but when it comes to harassment HR has a serious problem on their hands. You may be forgiven for thinking that harassment and abuse has been waylaid in remote work – that toxic cultures are only formed in the office. But you'd be dead wrong. In fact, reports show that abuse has only risen in the work from home setup, with employees admitting that endless Zoom calls and a lack of face-to-face contact has acted as a catalyst for colleague conflict.

“Verbal abuse and inappropriate, disrespectful, judgmental, and derogatory comments – they're all prime examples of how toxicity has risen in remote work,” TEDx speaker and workplace expert Bonnie Low-Kramen, told HRD. “Critical comments like, ‘Joe is always late for these meetings because he is on kid patrol’, ‘Jan, can't we ever get these video calls to go smoothly? I thought you were smarter than that.’ ‘Barb, you are just an assistant, and you should stay in your lane. If we want to hear your opinion, we'll ask.’”

All wholly inappropriate, though not unheard of. Conversely, according to Low-Kramen, in hybrid workplaces abuse comes in the form of comments around physical appearance.

“So, it looks like you're having trouble getting the COVID weight off, Sue?” “I think you should wear your hair down like you used to, Lynn.” “I think you should smile more on video calls.”

And while it seems like these comments sound like David Brent soundbites, they're all too common and all too real. The stress of working from home compounded with increased workloads and pandemic blues have us all snappier, tenser, and ruder than ever before.

# Cyberbullying more common for adults than children during pandemic, say experts

Justice Minister David Lametti announced the members of an expert advisory group on online safety on March 30 as the next step for the federal government in developing legislation to address harmful online content. The Hill Times photograph by Andrew Meade

Cyberbullying may have decreased during the COVID-19 pandemic but adults in the workplace may be at a greater risk, according to experts.

# ‘It’s systemic’: Plaintiff in lawsuit against RCMP weighs in after B.C. cop quits amid bullying, sexism

Discrimination, harassment, and sexual assault within the RCMP led to a \$125-million settlement being paid out to more than 2,300 women in 2016.

Now, the plaintiff in that class action, former B.C. Mountie Janet Merlo, is speaking out in support of a fellow officer who recently resigned in Delta.

“Nobody comes forward and makes these allegations without something big behind it and because it destroys your career, and (her story) is hard to watch, but she has our full support,” Merlo told Global News.

The comments come one day after Global News reported the story of Helen Irvine, who says she was harassed and bullied during her eight years with the Delta Police Department before she resigned in April.

# Women in mining experiencing harassment, discrimination, says PhD candidate's thesis

A Sudbury woman, working on her PhD thesis, believes a lot more needs to be done for the acceptance of women working in all levels of the mining industry.

Sarah de Blois was competing this past week in the provincial finals of the 3MT competition (Three Minute Thesis) to outline her dissertation "Women, Mining & Gender: Experiences from Sudbury, Ontario."

De Blois said part of her research shows that women are under-represented in the mining industry, based on information from the Mining Industry Human Resources Council (2022), showing that only 20.6 per cent of the Canadian mining labour force are women.

"So the purpose of my research was essentially just to understand the culture and climate that's present within the mining industry, specifically from a gendered lens. So understanding the gendered culture and climates. Does it exist? How does this exist? And how does it affect our workplace communication, collaboration, interaction?" de Blois said.

# Council's expanded code of conduct bylaw passes third reading

The legitimacy of council members doing business with the Town of Morinville has been highlighted in the process of developing and approving a new council code of conduct.

The bylaw establishing the new code was given third reading and approved at council's regular meeting Tuesday. It had been introduced in February and given second reading March 8.

Before second reading the issue of adding a section of the code of conduct bylaw dealing with pecuniary interests was raised.

Councillors felt there was a need to provide more clarity about the status of monetary dealings between council members and the town, administration was directed to bring forward amendments that would further clarify "pecuniary interest."

In a presentation to council at the Tuesday meeting the administration said that rather than add its own content to the bylaw, it would be best to simply refer to the Municipal Government Act, which supersedes the town bylaw in any event.

# Court of Appeal: One Incident of Sexual Harassment May Warrant Summary Termination

Dismissal for just cause has been described as the "capital punishment" of employment law. Indeed, courts are generally reluctant to uphold a dismissal for just cause absent a finding of very serious misconduct, especially in cases involving long service employees with clean disciplinary records. However, as a recent decision from the Court of Appeal for Ontario in *Render v ThyssenKrupp Elevator (Canada) Limited*<sup>1</sup> confirmed, a single incident of workplace sexual harassment may constitute serious misconduct such that dismissal for just cause is warranted.

## Background

Mark Render was the operations manager of ThyssenKrupp Elevator (Canada) Limited ("TKE")'s Mississauga office until his dismissal in March 2014. He had worked at TKE, including the predecessor company, for 30 years.

On March 6, 2014, Mr. Render was dismissed for cause for an incident that occurred on February 28, 2014, involving Mr. Render and a female co-worker, Linda Vieira. Ms. Vieira, an accounts manager in the same office, alleged that Mr. Render put his face for two or three seconds in close proximity to Ms. Vieira's breasts, slapped her buttocks, and said "good game" after his hand came into contact with her buttocks.

Following the incident, Mr. Render apologized to Ms. Vieira, but she considered the apology insincere. Mr. Render subsequently made numerous comments to his co-workers, such as "for 10 bucks," they could shake his hand that had touched Ms. Vieira's buttocks.

# Alberta geneticist suing AHS alleging retaliation for whistleblowing

An Alberta geneticist is suing the province's health authority, alleging she was fired in retaliation for blowing the whistle about bullying behaviour in her lab.

Stacey Hume, who worked as a joint lab head for molecular diagnostics at Alberta Precision Labs (APL) for over a decade, alleges there was a history of a "severely toxic and bullying environment" for years.

APL is a wholly-owned subsidiary of Alberta Health Services (AHS).

Hume's statement of claim for her lawsuit says junior staff would confide in her about incidents of harassment or bullying by superiors. When she tried to raise the issues with fellow lab leads and more senior directors, she alleges her name wasn't protected as a whistleblower and she was subsequently bullied by her colleagues for speaking out.

CBC News obtained a copy of the statement of claim where the allegations are laid out. None of the allegations have been proven in court.

# Canadian War Museum ordered to reinstate 'star' historian after arbitrator finds she was unjustly fired

The Canadian War Museum in Ottawa has been ordered to reinstate a "star" historian after a federal labour arbitrator concluded the decision to fire her was directly related to her disability.

In a lengthy decision, Colin Johnston found that the museum unjustly terminated film and photography curator Joanne Stober in March 2019 nearly a year after she went on leave because of a disorder linked to work-related anxiety and depression.

Johnston said Stober should be compensated for lost wages, finding she was also entitled to human rights damages for the museum's failure to accommodate her disability, despite notes from two doctors saying she wasn't ready to return to work on the date set by her employer.

"I accept that Dr. Stober's decision not to return ... was made in good faith and was based on the advice she was receiving from her doctors," Johnston wrote.

# These are the 5 biggest signs of a toxic workplace

## What toxic work culture looks like

Based on anonymous reviews, employees say the following five descriptions are textbook elements of a toxic work culture:

1. Non-inclusive, where members across gender, race, sexual identity and orientation, disability and age don't feel they are treated fairly, welcomed or included in key decisions. Researchers caution that though these identity-related topics might not apply to all employees, they have a big impact. For example, "respect" is mentioned 30 times more frequently in employee reviews than LGBTQ equity, but both topics have the same impact on an employee's view of culture when they are discussed negatively in a review.
2. Disrespectful, or lacking in consideration, courtesy and dignity for others. The researchers' previous work found respect, or the lack thereof, was the single strongest predictor of how employees as a whole rated the corporate culture.

# These are the 5 biggest signs of a toxic workplace (cont'd)

3. Unethical behavior, including descriptions of the organization being dishonest or lacking regulatory compliance, including with Occupational Safety and Health Administration standards, which protect workers' safety, and the Health Insurance Portability and Accountability Act, which protects sensitive patient information.

4. Cutthroat or backstabbing behavior and ruthless competition. Nearly 10% of employee reviews noted poor collaboration at their company, which didn't have a huge impact on turnover. But what did correspond with low culture scores and higher turnover was employees saying that their office was "Darwinian" or that colleagues often "stab each other in the back."

5. Abusive management, including bullying, harassment and hostility. Nearly one-third of Glassdoor reviews discuss management in general, but 0.8% described their manager as abusive.

# Sask. group calls for shared responsibility to prevent sexual violence

The Regina and Area Sexual Assault Centre wants to shed light on the ways people are affected by sexual violence every day.

“It really focuses on the fact that typically unseen ways that feminine-identifying individuals will alter their habits shape their behaviour to protect themselves from sexualized violence,” Chantelle Priel said.

Priel said people use protective tactics almost instinctually, such as never leaving a drink unattended in public, parking under a streetlight or carrying keys as a weapon when walking alone.

However, the group says those strategies people are ineffective, as 85 per cent of victims know their perpetrator. Holding keys between your fingers is useless when faced with workplace sexual harassment, sexual abuse at the hands of a family member, or sexual assault perpetrated by an acquaintance or significant other, the group says.

Priel says everyone must take responsibility for creating safe environments free from sexualized violence and create supportive spaces to discuss abuse that occurred behind closed doors during the pandemic.

The group is running a #ChooseToSee awareness campaign across the province for the rest of the month.

# Workplace violence, harassment widespread but unaddressed, report.

Which workers and workplaces are most impacted?

The findings speak volumes say the report authors, “Study participants clearly expressed their realities of being unprotected, unsupported, dismissed, devalued, and silenced.” Based upon their work experience in the two years prior to completing the survey, respondents reported the following:

Harassment and/or violence: 71.4 per cent experienced this.

Sexual harassment and violence: 43.9 per cent experienced this, often in the form of sexual conversations, touching and sexual teasing. For almost one-quarter it involved stalking and for some, sexual assault. These workers reported more impacts on physical and mental health and work life, some choosing to transfer jobs or quit to take other work.

Respondents who identify as LGBTQ2S+, Indigenous or who have at least one disability were more likely to experience all forms of violence and harassment.

26.5 per cent experienced at least one form of work-related online harassment.

# A secret report may reveal a toxic workplace at Elections N.L. — if the report actually exists

Two opposition MHAs allege the Speaker of Newfoundland and Labrador's House of Assembly is hiding a report accusing an officer of the House of workplace bullying and harassment.

On Wednesday, Independent MHA Paul Lane said a constituent contacted him recently about an alleged "very serious" whistleblower report regarding a senior official and toxic workplace culture at Elections Newfoundland and Labrador.

"I'm told it concerns bullying, harassment, nepotism, a whole bunch of issues," Lane told reporters. "I'm told that there was 10 findings in that report, and I'm told that it was involving 21 employees. I'm very concerned about potentially the toxic workplace that they're working in as we speak."

Lane wouldn't identify the officer named by the report. The chief electoral officer in Newfoundland and Labrador is Bruce Chaulk. CBC News has asked Chaulk and Elections N.L. for comment.

# Calls grow to make secret Elections N.L. report public, as government stays silent

A person subpoenaed by the Citizens' Representative as part of an investigation into complaints about workplace harassment and bullying at Elections Newfoundland and Labrador wants the findings made public.

The individual, who CBC News has agreed not to identify in order to protect their livelihood, said they spoke with the Citizens' Representative for several hours regarding allegations related to Bruce Chaulk, the Newfoundland and Labrador chief electoral officer and commissioner of legislative standards.

"There [were] incidents reported to me of what I would call bullying or harassment regarding employees there at that office as well as hiring family members and friends," said the individual.

The individual said the investigation happened after people involved in Elections N.L. reached a breaking point following the 2021 provincial election. They said both permanent and temporary employees were interviewed as part of the investigation, triggered by a whistleblower complaint.

# Employers seeking to withhold termination entitlements must prove wilful misconduct pre-planned: Ontario court

A recent Ontario Court of Appeal decision raises the bar for employers seeking to withhold minimum entitlements under the Employment Standards Act from employees dismissed for cause.

The case arose when TK Elevator terminated Mark Render — a manager with more than 30 years' service — for cause in 2014 after he briefly placed his face near a female colleague's breasts before he slapped her bottom and said, "Good game."

The evidence at trial indicated male co-workers in the workplace would frequently slap each other on the bottom and say "Good game" as part of the joking and teasing that was a regular feature of the workplace. The complainant had often engaged in teasing her coworkers, including Render.

She testified the initial contact was in jest, but the atmosphere changed after Render touched her bottom. Render gave evidence that the contact was intended to be a joke and shortly thereafter, he apologized to the complainant.

# What are HR's responsibilities in online harassment?

What do we mean when we talk about harassment at work? The truth is that the definition has evolved – in no small part thanks to the COVID-19 pandemic.

Once, our idea of harassment in the workplace focused on verbal, in-person bullying, blatant physical or sexual abuse, and unwanted, unwarranted attention. Now, as the world pivots to a more hybrid work model and employees continue to work from their homes, harassment has taken on another dimension. A recent poll taken by UKG found that harassment and bullying were the most concerning areas of misconduct for HR professionals, with 76% of leaders worried about both online and in-person abuse.

Harassment in a hybrid working model may be more subtle but make no mistake: it's just as toxic and just as illegal. HRD recently spoke to Stuart Rudner, employment lawyer and founder of Rudner Law, who talked us through the legal pressure points of online harassment.

# Stewart: Ottawa's back-to-work conversation is dated, and needs to change

Throughout Ottawa, executives in the public and private sectors are talking about when they will bring their employees back to the workplace. The federal government is considering its options for a full return to the office. And business owners are thinking through what options, if any, to provide their staff to work from home or use a hybrid model.

There is much to consider, including the benefits of collaboration and creativity when working in person, the productivity associated with working from home, and the need to be flexible to retain employees who don't want to be confined to a cubicle for eight hours a day.

While no doubt well-meaning in nature, much of the conversation to-date has completely missed the mark. If we are going to dictate how and when employees work, we haven't gleaned the silver lining the pandemic has offered us to modernize our places of work and harness the power of choice.

What do I mean by the power of choice? It's quite simple. Empowering employees to make their own schedules for when they want to be in the office and when they want to work from home. To simply treat them, respectfully, as the adults they are and acknowledge the toll the last two years has taken, and the fact that they have managed their own schedule and work location for more than 25 months.

# Charges of Violence, Bullying Follow Mass Exodus at Calgary Oil Brokerage

(Bloomberg) -- When two-thirds of the brokers at a prominent Calgary oil firm quit without explanation around the Easter weekend, the exodus chilled Canada's oil market.

Now, a lawsuit filed against the firm, NE2 Group, purports to offer a window into life there during the years and months leading up to the walkout. Filed days after the resignations took place, the suit paints a picture of a toxic environment more reminiscent of oil trading's mythic early days than the corporate culture of modern Calgary. It alleges that NE2's president and owner, Timothy Gunn, physically and verbally abused both employees and clients in incidents spanning five years and accuses him of three incidents of sexual harassment. It also alleges he routinely referred to staff as "useless," "replaceable" and "idiots," in addition to a variety of profanity-laden expressions.

Weeks after the walkouts, the resignations continue to weigh on Canada's oil market. The firm has historically played an important role in price-setting, its brokers handling enough volume to determine the benchmark prices of several Canadian crude grades. Those prices, in turn, underpin a key futures contract. In the days after the exodus, traders said they began to worry the firm didn't have the manpower to ensure accurate prices and exited at least one CME contract used to hedge heavy crude. Open interest on that contract still hasn't recovered.

# IDAHO TB: Canada's unions call for an end to violence and harassment

Canada's unions are marking the International Day Against Homophobia, Transphobia and Biphobia (IDAHO TB) by calling for meaningful action to end violence and harassment against 2SLGBTQI people in Canada.

“Across the globe, we are seeing unprecedented attacks on the rights of 2SLGBTQI people,” said Bea Bruske, President of the Canadian Labour Congress (CLC). “In 2022 alone, we've witnessed the introduction of more than 240 anti-LGBTQ bills in the United States, and increasing criminalization and violence against 2SLGBTQI populations in regions including Eastern Europe and West Africa.”

A concrete first step in advancing protections for 2SLGBTQI workers and reaffirming a commitment to protecting those with diverse sexual orientations, gender identities, gender expressions and sex characteristics is for the government to ratify ILO C-190 and affirm the right to a world of work free from harassment and violence.

# Howard Levitt: Virtual work environments have become a virtual playground for sexual harassment

It is counterintuitive that workplace harassment has actually increased in the workplace during the COVID-19 pandemic with employees having no physical contact with their workmates. Yet remote working channels — text, video calling platforms, phones — are generally unmonitored and have provided harassers with a sense of impunity.

Take this scenario. You represent your company's human resources team and are attending a Zoom meeting remotely. Among the attendees are company executives. While one of the executives is presenting, another employee accidentally shares her screen during the meeting, a pop-up advertisement about travelling to South America. The executive pauses mid-sentence, squints to view the advertisement, and makes a comment about sexy girls in South America — and the embarrassed employee certainly is not one of them. Other attendees erupt with laughter. You look at your screen uncomfortably, unsure of what to do next.

If you can relate to this scenario, you are among the 71.4 per cent of individuals who experienced harassment, including sexual harassment, in their online workplace, according to a national survey of 4,878 responses. Prior to 2020, most traditional workplaces had no virtual workplace conduct policy to address sexual harassment incidents on virtual meeting platforms. Employees have experienced increased informality during virtual meetings, emboldening foul play.

# Hey, Colleague: How do you deal with toxic work environments?

Toxic work environments are an existential threat to well-being — they are places where happiness festers and is left to die. Unless leadership is aware and actively trying to make positive changes, they should not be tolerated.

Signs that you are in a toxic work environment:

Poor communication

Bad leadership

High employee turnover

No room for growth

Gossiping and talking down on others

Offers zero work-life balance

You get anxiety before you have to go to work

You feel drained when you get home

Toxic positivity and toxic masculinity

# Toronto radio host suspended after allegations of abusive behaviour from co-host

A popular Toronto radio host has been taken off the air, and the station's parent company says an investigation is underway after accusations of workplace harassment from former co-hosts.

On Saturday, a video alleging Q107 morning show host John Derringer of abusive behaviour was posted online by fellow Toronto media personality Jennifer Valentyne. The video details several incidents of Derringer shouting and ridiculing his co-host.

“What would you do if a co-worker screamed at you, belittled you, called you names, shut you out, brought you to tears, and then laughed when he told you to cry all you want?” asks Valentyne in the video.

“All this while three other men watched uncomfortably, yet supported him because they knew what would happen to them if they went against him.”

# ‘It’s political violence’: What women and racialized candidates face on the campaign trail

Mitzie Hunter was outside a retirement home, hands filled with flowers to celebrate Mother’s Day with seniors at the home, when she learned her campaign signs had been vandalized. On her way to another retirement home, Hunter, the incumbent Liberal Party MPP for Scarborough–Guildwood, viewed the damage that had been done. More than a dozen had been defaced in black with words like “racist,” “blackface,” and “fascist.”

“To see that someone had done that overnight, under the cover of darkness, was troubling to me,” says Hunter.

This is not Hunter’s first campaign. The MPP has participated in three elections over the past decade. But Hunter says this is the first time she’s experienced this type of harassment. And while she was specifically targeted, Hunter says the effects of the attack go beyond her: “This is an attack not just on me as a candidate. It’s an attack on our community of Scarborough. It affects all of us.”

# SHARE helps workers experiencing sexual harassment at work

According to a recent study released by the Canadian Labour Congress, seven-in-10 workers experienced sexual harassment in Canadian workplaces in 2020. Many workers didn't share or report this violation of their human rights because of barriers they faced.

The Sexual Harassment and Assault Resource Exchange (SHARE) informs workers of their legal rights. The project also collaborates with community partners to support and empower workers to make informed decisions around accessing justice and personal supports.

Funded by the Department of Justice Canada, and under the umbrella of the Human Rights Legal Support Centre, SHARE provides free, confidential and trauma-informed legal advice about legal and non-legal options.

# 3 in 4 fundraisers have experienced sexual harassment on the job – often because of inappropriate behavior from donors

While the #MeToo movement that raised public awareness of sexual harassment is making fewer headlines than it did in 2017 and 2018, this problem hasn't gone away. It's still an especially big problem for nonprofit fundraisers, the professionals responsible for developing relationships with charitable donors.

We are nonprofit scholars who have been researching sexual harassment in fundraising for several years. We've found that about 76% of fundraisers report experiencing some form of work-based sexual harassment in their careers. That's partly because fundraisers interact with large numbers of donors, board members and volunteers.

It's the fundraiser's job to keep these stakeholders happy so that they donate their money and time, which makes it hard for fundraisers to push back when their harassers behave in inappropriate ways.

# New group tackles chronic problem: the RCMP's 'culture of harassment'

When former RCMP constable Janet Merlo pulled up beside a young woman driving a police car at a red light recently, she looked over at her and thought to herself, "I hope it's better."

Merlo's voice cracks as she speaks about her 20 years on the force. When she got pregnant with her first child, she was told she needed to choose between having kids or working for the RCMP. Next time, she should keep her legs closed, she was told. When another officer cut his thumb on handcuffs, he put it in his pants pocket and asked her to kiss it better. Once, when a dildo was seized as evidence, she was accused of taking it home overnight, court documents show.

"No matter what you did or said, it was turned around to be something sexual," Merlo said in an interview. "I did cry a little bit today, but it's only in the past couple of years I could talk about it without just being a wreck. It takes a long time to heal from it."

# Harassment allegations at Toronto broadcaster shows some employers still need to adjust their dial

What happens when the star of the show turns out to be the villain?

One of the big factors that comes into play in workplace harassment, abuse, and violence is an imbalance of power – the perpetrator has power or has more importance than the victim. Unfortunately, it seems like that same factor can help insulate perpetrators from the consequences. While such circumstances seem to fly in the face of what we hope is an age of a more enlightened attitude towards bad workplace behaviour, those attitudinal changes may mean that consequences are inevitable, although occurring later than they should. Media company Corus Entertainment may be finding that out now and employers everywhere should take notice.

Corus Entertainment owns properties such as Global Television and Toronto radio station Q107. Late last week, veteran media personality Jennifer Valentyne released a video on social media in which she described harassment and discrimination over the two years she co-hosted a morning radio show on Q107, at the hands of another personality on the program. Valentyne and others later confirmed that it was Q107 morning radio host John Derringer. Other female broadcasters who had worked on the show quickly came forward and supported Valentyne.

# Premier's Office releases Respectful Workplace Policy

A new Respectful Workplace Policy for political staff in the Government of Alberta has been released after a comprehensive review of human resources policies.

Government officials say the Respectful Workplace Policy includes detailed information on how to make a complaint, how investigations will be conducted, consequences for violation, and definitions of various types of workplace harassment.

The policy was written by Jamie Pytel and Alex Matthews of Kingsgate Legal after they conducted an extensive review of existing HR policies at the Premier's Office request, say government officials.

“Political staff work in a dynamic and high-pressure environment. This policy recognizes these unique workplace considerations while protecting staff from harassment, including sexual harassment and discrimination. This policy is a positive step forward for people working in politics,” explained Jamie Pytel, Kingsgate Legal.

# Reports

- Top of Mind (Institute on Governance)
- Developing workplace violence and harassment policies and programs: a tool box
- Federal corrections must improve workplace for parole officers' mental health: Report
- Taking care: a report on journalists
- Craft Equity year-end report



# Top of Mind (Institute on Governance)

The impact and presence of the public sector in Canada is substantial. Overall, the public sector—including all three levels of government— represents roughly 40 per cent of Canada's GDP and an estimated 20 per cent of its workforce.

It supports citizens in areas as diverse as education, health, social services, infrastructure, immigration, environment and climate change, security and defence, resource and economic development, the administration of justice, and many others. Many of these responsibilities are shared by multiple jurisdictions.

Historically, responsible liberal democratic societies have relied upon the effective relationship between those elected to represent citizens and a professional, non-partisan public service to ensure the delivery of programs and services to the public that is reliable, predictable, and reasonably managed. The public service also supports effective decision-making structures by those democratically elected to form government and to respond to the challenges facing citizens and their communities.

# DEVELOPING WORKPLACE VIOLENCE AND HARASSMENT POLICIES AND PROGRAMS: A TOOLBOX

## Purpose

This toolbox supports *Developing Workplace Violence and Harassment Policies and Programs: What Employers Need to Know*, which outlines steps that will help you protect the workers in your workplace from the hazard of violence and harassment.

This toolbox contains information, tools and assessments that can be useful to employers as they identify

hazards and risks related to violence and harassment, develop a workplace violence policy and program, develop a workplace harassment policy and program, or a domestic violence program.

This is a voluntary resource. Workplaces are not required to use all or any of the tools presented in this Toolbox. Employers may use other tools or techniques to help them to comply with the requirements of the Occupational Health and Safety Act.

# Federal corrections must improve workplace for parole officers' mental health: Report

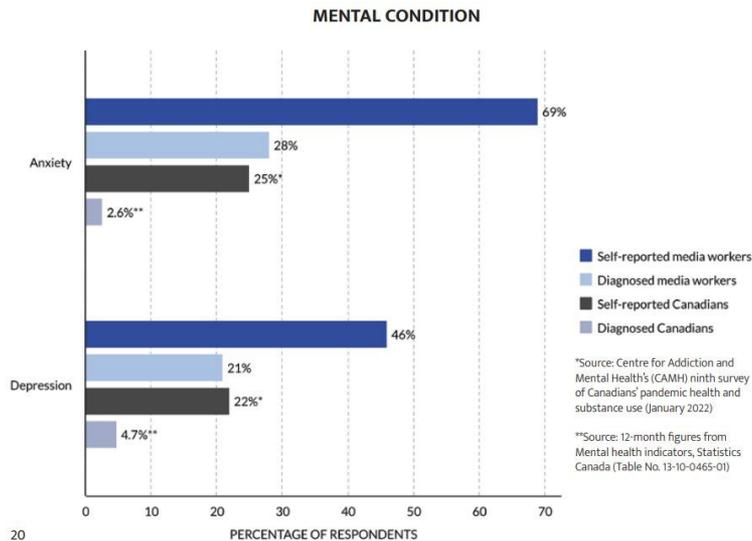
OTTAWA — A new report calls on federal corrections to ease caseloads, improve workplace policies and give added resources to parole officers in order to mitigate current strains on their mental health.

The report, led by public safety expert Rosemary Ricciardelli and released by a union, says that federal parole officers are experiencing extremely high levels of workplace stress and compromised mental health.

These 1,600 parole officers across Canada feel overwhelmed by their caseloads, are exposed to violent and traumatic material in client files, and need mental health supports, the report said.

Working either in an institution or in the community, parole officers are tasked with preparing imprisoned people to reintegrate back into communities, and address issues that brought that person to jail, according to the report.

# Taking Care (report on mental state of journalists in Canada due to their work)



# Taking Care: report on mental health among journalists

## Safety and harassment

Even before the pandemic, media workers were already encountering a rise in harassment, confrontation and online abuse. COVID-19 only made things worse, turning media workers into targets for the public's frustration with various pandemic-related safety measures. This came to a head during the "freedom convoy" and blockades of early 2022.

Journalists have been increasingly targeted and intimidated online for doing their jobs, with workers with the highest profiles or most visible job roles most likely to report worsening online harassment:

- 85% of video journalists
- 71% of photographers
- 67% of hosts/presenters
- 55% of reporters
- 53% of camera operators

# Craft Equity year-end report

This group of users crowd-sourced stories about workplace harassment, violence and bullying in craft businesses, including private studios and schools.

<https://craftequity.org/final-report>