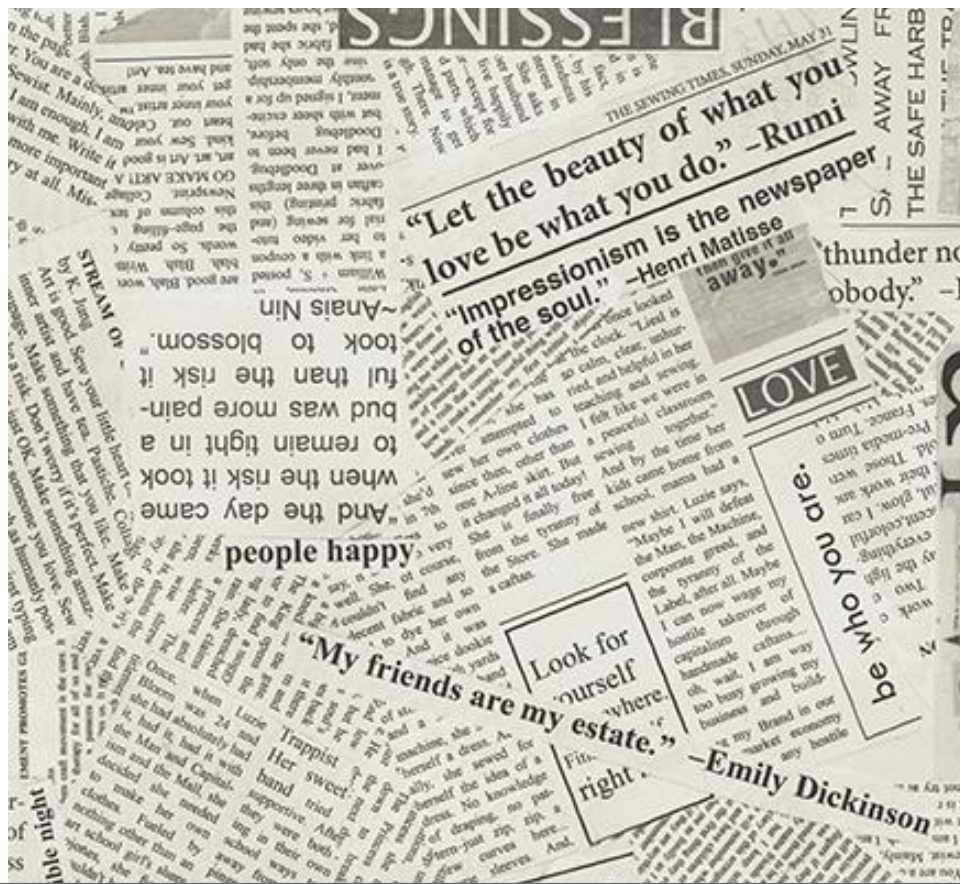


October 2023 Environmental Scan

A dark green, solid-colored shape that starts as a thin line at the bottom left and expands diagonally upwards and to the right, filling the bottom right portion of the page.

In the news:

- Global Affairs misconduct
- Penalties for municipal misbehaviour 'toothless'
- 2 in 3 employees with a marginalized background have experienced racism at work
- Former AMC chief removed for workplace harassment now employed at First Nations health centre
- Nurses speak out about toxic work environment in Nunavut



Teachers across Canada are reporting a rise in student violence and harassment

Elementary and high school teachers across Canada are reporting a rise in student violence against instructors.

A number of surveys representing teachers in Saskatchewan, Ontario and Nova Scotia have all indicated a spike in violent behaviour and an increase in harassment in the workplace, a problem that has been increasing for the past several years.

Earlier this year, the Elementary Teachers' Federation of Ontario (ETFO) revealed that 77 per cent of ETFO members have personally experienced or witnessed violence against staff members.

The system is suffering from chronic underfunding, under-resourcing, and understaffing, creating environments where student needs are going unmet," said ETFO President Karen Brown. The ETFO represents 83,000 members, including public elementary teachers, occasional teachers, designated early childhood educators, education support personnel and professional support personnel.

92% of LGBTQ2S+ workers consider company's inclusion reputation when job searching: survey

The vast majority (92 per cent) of global LGBTQ2S+ employees say they consider potential employers' reputations around LGBTQ2S+ inclusion when searching for a job, according to a new survey by Out Leadership.

The survey, which polled more than 2,700 LGBTQ2S+ and ally workers, found 80 per cent of LGBTQ2S+ employees were comfortable being out at work, a major increase from 36 per cent in 2016.

Transgender and non-binary employees were more likely (nine per cent) than other LGBTQ2S+ employees (seven per cent) to say they're uncomfortable being out at work and many felt it hasn't been good for their careers.

Read: Survey finds 53% of U.S. workers say DEI a key factor when searching for new job

Black lesbian employees were more likely (41 per cent) than other LGBTQ+ employees (26 per cent) to say they've felt uncomfortable or insulted by comments made by colleagues about the LGBTQ2S+ community. Non-binary employees were the least likely to agree (34 per cent versus 27 per cent) that their employer takes action to protect its LGBTQ2S+ employees from offensive comments or behaviours.

Transparency report on Global Affairs staff misconduct details bid-rigging, harassment, drunk driving and more

Bid rigging, crashing a government car while intoxicated and sexually harassing co-workers are just some of the reasons Global Affairs Canada employees were fired or resigned last year, as the department works to tackle misconduct and better protect whistleblowers.

The information is contained in the first annual report titled “Addressing Misconduct and Wrongdoing at Global Affairs Canada” that was distributed to employees Tuesday and obtained by National Post.

Global Affairs Canada (GAC) senior executives, headed by deputy minister David Morrison, write in the report that it is meant to address the longstanding frustration by employees that complaints of wrongdoing or misconduct are either ignored, take too long to investigate or will lead to reprisal against the complainants. Executives say they intend to publish an updated report annually.

In an interview, a senior GAC official admitted there is a “trust deficit” between leadership and staff at Canada’s Foreign Affairs Department. “That’s, at least in part, because of the perception, going back some time, that the department doesn’t take wrongdoing seriously,” said the official who asked to remain anonymous in order to speak freely on human resources issues.

Jimmy Fallon Doesn't Address Workplace Allegations in 'Tonight Show' Return

The Tonight Show Starring Jimmy Fallon returned to television on Monday night for the first time since the writers went on strike in May. While the talk-show host privately addressed his staffers in a Zoom call on Sept. 7 and apologized after an in-depth Rolling Stone investigation into the show's workplace environment, Fallon did not acknowledge the allegations onscreen to his viewers.

"I missed you, oh my god!" Fallon exclaimed during his opening monologue. "Five months off, and we are back! I'm so excited to be here. Seriously, I'm more excited than a guy seeing Beetlejuice with Lauren Boebert.

I just want to say, I'm so happy all the writers got their fair deal that they deserved," he added. "You've gotta hand it to them: the only writers who spent all summer trying to go back to the office."

Toward the end of his opening monologue, Fallon sang a song about all the news that the show had missed in the nearly five months it was off the air. He claimed that the show would be "a brand new one" and said at the desk that he was "very grateful to have this show."

Queen's updates harassment and discrimination policy

Queen's streamlined their harassment and discrimination policy.

The updated Harassment and Discrimination Prevention Response Policy was presented by the University Culture Committee and approved by the Board of Trustees during their meeting in Richardson Hall on Sept. 29.

With the creation of the Vice-Principal (Culture, Equity, and Inclusion) portfolio, Queen's has created a new Complaints and Investigation Office. Led by Stephanie Simpson, vice-principal (culture, equity, and inclusion), all complaints alleging harassment and discrimination will be routed through the new office.

The University said the changes include centralization of complaints and allowing the complaints to be reviewed by individuals understanding of Indigenization, equity, diversity, inclusion, accessibility, and anti-racism on campus, according to a report to the Board of Trustees.

Changes come as 29 per cent of students reported experiencing harassment and discrimination at Queen's in 2023, according to the Shift Survey. Only five per cent of students on campus formally reported incidences of harassment or discrimination to the administration.

Quebec MNA Frederic Beauchemin denies allegations of psychological harassment

QUEBEC CITY - Frederic Beauchemin, Liberal MNA for Marguerite-Bourgeoys, denies allegations of psychological harassment made against him and members of his team.

In a message on 'X' (opens in a new tab)(formerly Twitter), Beauchemin asserts that the complaint, allegedly made by the president of the party's youth commission, Elyse Moisan, is unfounded.

He was reacting to the Journal de Quebec's report that Moisan had felt harassed, intimidated and threatened by Beauchemin's team.

"The complaint against me is unfounded. There is a process in place to hear it and understand its context. We will cooperate fully. I'm confident he'll be able to set the record straight," said Beauchemin.

In his opinion, the current situation is a "symptom of the crisis afflicting the Quebec Liberal Party (QLP)."

"The Youth Commission, like the rest of the party, is paralyzed by the absence of a clear direction. Activists (...) want the party to rebuild, not tear itself apart", he maintained.

Penalties for municipal misbehaviour 'toothless,' experts say as calls for change persist

When Toronto councillors debate John Tory's violations of the city's code of conduct next week, experts say they'll face the same problem their counterparts across Ontario face when dealing with similar violations: enforcement is "toothless."

Tory resigned in February after revealing he had an "inappropriate relationship" with a former staff member. This week, Toronto's integrity commissioner found the former mayor violated two sections of the city's code of conduct because of the affair.

But the watchdog recommended no punishment for Tory, in part because he is no longer in office. Even if Tory were still on council and his colleagues wanted to sanction him, municipal lawyer John Mascarin says there's little they could do.

"The whole system is a little bit toothless," Mascarin said. "Even if Mr. Tory had remained in office as the mayor, what would have been the penalty? A reprimand or a suspension of pay for up to 90 days." Mascarin says it's a problem municipal councils across Ontario have grappled with for years.

Should employers try to prevent workplace romances?

One-third of Canadians are either romantically involved with a coworker or have been in the past, according to a recent survey by ADP Canada.

To help organizations manage this potentially litigious occurrence, employment lawyers Ronald Minken and Tanya Sambhi of Minken Employment Lawyers recently sat down with Jeffrey Smith of Canadian HR Reporter in a webinar to discuss some of the risks inherent with workplace romances that can lead to trouble for those involved or the employer's workplace in general.

Basically, workplace romances are legal and cannot be quashed, says Minken. But there are some questions that need to be addressed when it happens.

“There is no legislation or law that says otherwise but workplace romances can present significant consequences to both employers as well as employee. The biggest risk to employers will be allegations of sexual harassment, or even worse, sexual assault. This could lead to court proceedings or a human rights application against the employer, and leave the employee with significant legal costs. You can also have significant reputational damage for anyone involved.”

Advocate: DEI must continue, even after the tragic death of a Toronto principal

Parents and advocates say they're worried about attempts to claw back diversity, equity and inclusion (DEI) education initiatives in schools following the suicide of a former Toronto principal who attended a DEI workshop. Advocates say these initiatives must continue despite the tragedy, because they help create safe learning environments, especially for Black children.

Charline Grant, chief advocacy officer of Parents of Black Children, says support for Black students is critical because of the "racial violence" they experience in the education system. Grant says she has heard first-hand of the "pain and agony" students endure, citing examples of race-based bullying and higher rates of expulsions.

"We have countless Black children who've attempted suicide or have taken their lives, who have decided to be homeschooled because of fear of bullying and harassment," Grant explained. "This is the violence that our children are facing."

According to an Ontario Human Rights Commission report, Black students make up 10 per cent of the student population in Peel Region, but they're 17.5 times more likely than white students to perceive discriminatory treatment in the application of suspension practices.

Workplace laws won't protect you from being fired for making comments deemed hateful online

In the aftermath of the horrific events last weekend in Israel, a wave of Canadians have turned to social media to express their personal opinions. Regrettably, some of those posts have crossed the line. For instance, an Air Canada pilot made headlines for reportedly posting a video on social media of himself while wearing his uniform, featuring signs praising Hitler and depicting an Israeli flag dumped in a garbage can, along with several obscene captions. Air Canada acted swiftly in firing the pilot, unequivocally denouncing his actions as unacceptable and promoting violence.

There are also reports of senior public servants, CUPE union leaders and politicians posting anti-Israel sentiments on social media, even as the majority of politicians, including Prime Minister Justin Trudeau, have condemned the attacks on Israel as terrorism. As the conflict escalates, so too will online rhetoric and vitriol.

This all begs the question of whether your employer has any right to discipline or dismiss you because of your social media posts about the current war in Israel. The answer is unequivocally yes – but with a few caveats.

13 B.C. cities named in lawsuit filed by female police officers

Several Greater Victoria cities and municipalities are among 13 in B.C. that have been named in a proposed class-action lawsuit by six women police officers who are alleging that discrimination, harassment, sexual assault and bullying occurred in the workplace.

Named in the lawsuit, filed Thursday in B.C. Supreme Court, are Saanich, Oak Bay, Esquimalt, Victoria and Central Saanich, along with Abbotsford, Delta, Nelson, New Westminster, Port Moody, Surrey, Vancouver, West Vancouver. Other parties named in the suit include the Office of the Police Complaint Commissioner of B.C., the King, the B.C. attorney general, the B.C. public safety minister of B.C. and the B.C. solicitor general.

The communities named all have their own police services, with Esquimalt and Victoria being covered by VicPD.

One of the plaintiffs cannot be named due to a publication ban related to a case, but the others are Vancouver Police Const. Anja Bergler, Ann-Sue Piper of the Central Saanich Police Service, Helen Irvine, formerly of the Delta Police, Cary Ryan, formerly of the West Vancouver Police, and Lauren Phillips, formerly of the Victoria Police and New Westminster Police.

Major employee-employer disconnect on remote work and AI: Survey

It's no secret that the modern work landscape has undergone significant changes, but recent findings from the EY 2023 Work Reimagined Survey suggest that employers and employees may be viewing this landscape from starkly different vantage points.

Here's a deep dive into the evolving Canadian work culture and why employers might be underestimating the fluidity of the labor market.

A startling revelation from the EY survey indicates that a quarter of Canadian employees are thinking about quitting within the next year. This intent is most pronounced among the Gen Z and millennial populations.

While employers seem laser-focused on attracting (36%) and retaining (32%) talent, they may be miscalculating the factors that influence these decisions. A notable 57% of employers believe that a sluggish economic growth reduces an employee's intent to quit, yet a lesser proportion of employees agree with this sentiment.

Majority of racialized Canadian employees have faced workplace racism during their careers, study shows

The majority of racialized Canadians have experienced racism at work, including workplace harassment and professional inequities, a new study shows.

The study by global advocacy group Catalyst surveyed more than 5,000 racialized and ethnic women, men, transgender and non-binary employees in Canada, Australia, New Zealand, South Africa, Britain and the United States. It showed that 66 per cent of people surveyed have experienced racism in their career, with 54 per cent of workers reporting that they encountered racism in their current role.

More than half (54 per cent) of Canadian respondents said they have experienced racism in their career, while 37 per cent said they had felt it in their current role.

“The survey shows how insidious the problem is,” says Julie Cafley, executive director of Catalyst Canada.

According to the study, racism at work can include employment and professional inequities such as being passed over for a promotion, racial wage gaps and being excluded from advancement opportunities.

'Deeply embedded': 2 in 3 employees experience racism at work

A majority of employees who belong to marginalised racial and ethnic groups have experienced some form of racism in their entire career, with their organisation's leaders even blamed as instigators of such experiences.

These are the findings of Catalyst's survey among 5,000 women, men, transgender, and nonbinary employees from Australia, Canada, New Zealand, South Africa, the United Kingdom, and the United States.

Two-thirds (66%) of the respondents said they experienced racism at work during their career, with 52% saying they experienced it in their current job.

"Our findings show that racism in the workplace is deeply embedded, often flying under the radar in the form of offhand comments or other exclusionary behaviours," said Lorraine Hariton, president and CEO of Catalyst, in a statement.

Free legal advice on sexual assault launched by B.C. non-profit

VANCOUVER — A free and confidential legal service is now being offered to people who have been sexually assaulted in British Columbia.

The not-for-profit Community Legal Assistance Society officially launched the program Tuesday, which offers three hours of legal advice to people regardless of age, gender or income, or whether they have reported the assault to police.

With funding from the federal government, Jennifer Khor, the supervising lawyer and project manager, said the Stand Informed project aims to fill a “gaping hole” on the under-reporting of sex assaults by helping an “underserved” group better understand their legal options.

Khor said in an interview Tuesday that statistics show 37 per cent of women over the age of 15 have experienced sexual assault in B.C., but less than nine per cent of victims seek support from victim services.

“Because there’s such a large number of unreported cases of sexual assaults, we hope that we can meet the demand, but we do hope people come forward,” she said.

Former AMC chief removed for workplace harassment now employed at First Nations health centre

Critics fear a former grand chief in Manitoba could do more harm than good as the head of a downtown medical facility in Winnipeg.

Arlen Dumas, who was forced out of the Assembly of Manitoba Chiefs (AMC) in August 2022 because of workplace harassment, is now Health Services director at Quest Health Clinic Inc.

The clinic is part of Quest Health, an Indigenous health and wellness centre run, in part, by four Cree Nations from northern Manitoba.

A bid to expand into addictions treatment netted a \$10-million funding promise from former premier Heather Stefanson during the recent election campaign. A recovery centre in Winnipeg would serve Indigenous and non-Indigenous patients while outreach workers would attend partnering First Nations, explained a release from Stefanson's Progressive Conservatives.

Clarence Easter, the managing director of Quest Health and chief of one of the four Cree Nations – Chemawawin – said in the release the service would help vulnerable people heal.

Two-thirds of workers from marginalized backgrounds face racism at their jobs: survey

A recent study indicates that the majority of employees from marginalized racial and ethnic backgrounds in Canada have encountered workplace racism at some point in their careers.

The global advocacy group Catalyst surveyed more than 5,000 employees including women, men, transgender individuals and non-binary individuals in Australia, Canada, New Zealand, South Africa, the United Kingdom and the United States.

The findings indicate [\(opens in a new tab\)](#) that 66 per cent of people surveyed have experienced racism in their careers, with 52 per cent of workers reporting that they encountered racism in their current jobs.

The survey reveals that the most common types of racism at work are workplace harassment (48 per cent), which involves incidents such as racist jokes and slurs, employment and professional inequalities (32 per cent), which include unequal pay, missed promotions, and uneven workloads based on one's race.

MLAs seek answers from UPEI officials on cost of Rubin Thomlinson report findings

Senior administrators from the University of Prince Edward Island appeared before the province's education committee Tuesday to talk about the findings in the Rubin Thomlinson report.

That document, released in a redacted form in June, outlined evidence of what it called a toxic workplace culture at the university, especially during the term of former president Alaa Abd-El-Aziz.

On Tuesday, MLAs were looking for accountability from the university regarding its response to harassment complaints and the use of non-disclosure agreements for a variety of reasons — as well as how much the university spent on legal costs related to those agreements.

UPEI's acting president and vice-chancellor Greg Keefe and Sue Connolly, the university's interim vice-president of people and culture, appeared before the committee.

"The report makes it clear that the university and members of the university community did not live up to the values of the university, of UPEI, particularly those values of accountability and integrity, and inclusion, equity and reconciliation," Keefe said.

Kamloops mayor investigating source of city hall leaks

KAMLOOPS — Kamloops Mayor Reid Hamer-Jackson says he has launched his own investigation to determine who among council and staff has been passing privileged information to local media.

Hamer-Jackson has been trying to find the source of leaks from city hall for several months, especially since Kamloops This Week published details of a workplace investigation into the mayor's conduct.

At council's regular meeting Tuesday (Oct. 17), Hamer-Jackson said he's trying to root out the source.

"I've actually been doing my own investigation. I've been really working on who's been leaking or sources who have been leaking information out of closed meetings and things within the corporation," said Hamer-Jackson during his mayor's report, adding he doesn't want it to cost anything.

"I have asked several councillors who I have not received an answer from at this point," he continued. "I am doing just, kind of, an investigation on my own so it's not an investigation on the taxpayers' dime."

'Alarming': B.C. care aides struggling with on-the-job violence, work stress

Care-aides in British Columbia are being subjected to concerning workplace stresses at high rates, according to a new poll.

Hospital Employees' Union (HEU) released the information from a phone survey that was conducted. A total of 807 care aides, also called health-care assistants, were surveyed between Sept. 18 and 29. The union represents more than 60,000 health-care workers in B.C., with 28,000 of them working directly with seniors in long-term care and other care settings.

A spokesperson for the union says the survey "paints an alarming picture of the pressures facing those on the front lines today."

Alarmingly, more than half of the people said they don't have time to meet residents' care needs and 82 per cent report having been victims of violence or aggression.

Meena Brisard, a manager at HEU, says care aides and community health workers are working short-staffed and struggling to deliver quality care.

Opinion: Psychological safety in academia is overlooked

Each day, as I ride the TTC on my way to U of T, a message resonates through the train's speakers: "To help keep the TTC safe, report any suspicious activity to a member of staff or the police. If you see something, say something."

This seemingly straightforward call to civic responsibility is more complex than it seems in some contexts. When it comes to the academic world — a realm where we ought to expect the highest standards of integrity — speaking out against wrongdoing may not be rewarded, but may very well spell your downfall instead. Despite its esteemed reputation, academia isn't free from bullying and institutional betrayal. A study from the Federation of European Biochemical Societies warned that opposing misconduct in academia often leads to punishment, not praise.

In my view, this chilling effect of punishing opposition threatens academic freedom, as it goes beyond mere disagreements to potentially ruin careers and reputations. We must pay attention to the pandemic of rampant bullying in academic corridors and delve deep into real-life case studies that exemplify the catastrophic impact of institutional betrayal.

Government announces panel of experts who will help shape new restorative engagement program for the federal public service

OTTAWA, ON, Oct. 23, 2023 /CNW/ - The Government of Canada is fostering a diverse and inclusive public service that is free of workplace discrimination and harassment. This includes acknowledging and addressing the experiences of current and former employees.

Today, the Government of Canada announced the members of a panel of experts that will provide recommendations to the government on the design and creation of a new restorative engagement program (REP) for public service employees. The panel comprises 4 recognized experts in clinical psychology, mediation, dispute resolution, and restorative justice.

The REP is part of a broader government-wide strategy to identify, address and prevent harassment, discrimination, and violence in the workplace. The panel's work will cost approximately \$550,000, part of the \$6.9 million that was committed over two years in Budget 2023 to advance a REP.

Harsh Workplace Climate Is Pushing Women out of Academia

Women faculty are more likely to leave academia than men faculty throughout all career stages in US universities, University of Colorado Boulder researchers revealed in the most comprehensive analysis of retention in academia to date.

The team published the findings in the journal *Science Advances*. The researchers found that a harsh workplace climate, which can include harassment and feelings of not belonging, was the most common reason women left academia. This attrition affects not only early-career professionals, but also those who have achieved the highest ranks in universities, the study found.

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Indigenous spotlight: Racism is on the rise – what's your role in stamping it out?

Racism is on the rise, according to research released earlier this month, with 66% of employees from marginalized racial groups experiencing abuse at work.

And worryingly, the new report from Catalyst found that 41% of those who've experienced racism say it came from their leadership team. In Canada, Indigenous employees often face aggressive and systemic racism in the workplace, with that bias presenting through all aspects of the employee lifecycle – from interviewing to retirement.

According to Catalyst's report - How Racism Shows Up at Work and the Antiracist Actions Your Organization Can Take - half of workers in that marginalized racial group are currently facing racism in their job – with the most common types of racism being workplace harassment (48%) – this includes racist jokes and slurs —and professional inequities (32%) such as pay gaps and being passed over for promotions.

“Our findings show that racism in the workplace is deeply embedded, often flying under the radar in the form of offhand comments or other exclusionary behaviours,” says Lorraine Hariton, president and CEO of Catalyst.

More female police officers interested in proposed B.C. harassment class action lawsuit

On October 12th, six women police officers, past and present, announced a proposed class action lawsuit for discrimination and harassment based on gender.

Since then, the law firm representing those women has been inundated with inquiries.

More than 60 female officers have added their names to a confidential information website created for the lawsuit, former Delta police officer Helen Irvine told Global News.

“In the last 10 days we’ve had an incredible outpouring of support from other women, from other police officers, from people we don’t know, just strangers, and it’s been incredible,” she added.

The officers made numerous allegations in their suit against the 13 B.C. cities with municipal police agencies, along with the Office of the Police Complaint Commissioner (OPCC) and B.C.’s solicitor general and public safety minister.

One officer, who can’t be identified due to a publication ban, was sexually assaulted by a member of the Vancouver Police Department. She says the Police Act is failing them.

Adults Can Be Cyberbullies, Too, and Here's Why

When you think about the problem of cyberbullying, you probably regard it as reserved for older school-aged children or teens. This behavior, which includes online humiliation and targeting of another person on social media, causes severe distress, as known from media reports of young targets who become driven to self-harm and even suicide. Although workplace bullying is also a well-known phenomenon, the idea that “grown-ups” would engage in the same online tormenting of others seems a bit less likely to happen.

Perhaps you've been part of a group of people who see each other on a regular basis, usually to have fun. You've noticed occasional online spats between two of these people, and because you like both of them, this becomes stressful for you. One of the two people clearly has become the victim, because the other person has spewed nothing but vitriolic posts seemingly based on no actual basis in reality. What would lead someone to become so hurtful and mean, and what is your obligation to intervene?

According to Alexandru Ioan Cuza University's Alexandra Maftei and colleagues (2023), there are many ways in which the internet fosters positive and supportive relationships, makes it possible for people to engage in lifelong learning, and allows people to express themselves publicly.

Disagreement over handling of harassment report led to Banff Centre board dismissal

Internal disagreement over how to deal with a report concluding the board chair of the Banff Centre for Arts and Creativity harassed an executive ultimately resulted in the Alberta government firing all board directors and installing a single administrator to oversee the nationally cherished cultural institute, CBC News has learned.

Advanced Education Minister Rajan Sawhney announced the dramatic move in a news release late Thursday afternoon, without disclosing any reasons.

Alberta government ousts Banff Centre board, taps administrator to review arts facility

However, tensions have embroiled the Banff Centre's board since late last year, when then-CEO Janice Price filed a workplace harassment complaint against chair Adam Waterous, sources familiar with the matter say.

CBC has agreed not to name these sources as they are not authorized to speak publicly about confidential matters.

Toxic workplace allegations against Lennoxville, Que., college front and centre during public meeting

The union representing teachers at Champlain College Lennoxville says it has known about the campus's allegedly toxic work climate "for many years," and it's calling on the school's board of governors to do something about it.

Following a CBC News investigation, issues about the work climate at the CEGEP in the Lennoxville borough of Sherbrooke, Que., were the focus of a public board of governors meeting on Friday.

Campus director Nancy Beattie is the subject of hearings at the Tribunal administratif du travail, Quebec's labour tribunal. She is facing allegations that she psychologically harassed colleagues. No judgment has been rendered.

CBC News obtained nine days of recorded testimony and learned there are several current and former senior employees who said the working environment makes it difficult to perform their jobs and has affected their physical and mental health.

During testimony at the hearings, nepotism and conflict-of-interest allegations against Beattie have also surfaced.

Training key to safer work and learning, say scholarship winners

With incidents of harassment and violence in our schools and communities mounting, tapping into the insight of students can be an important step in the pursuit of prevention.

Workers Health and Safety Centre (WHSC) did just this with our 21st annual WHSC Student Scholarship Contest. A key part of the application process is to submit an essay. This year we asked students to “Explain your experience with violence and/or harassment in your workplace if you can, or location such as your school, if you have yet to experience violence at work. Explain what you think should have been done to prevent this harm, what prevention resources are needed in future and what can be done to create better awareness of the need for action and resources.”

“While it is alarming to read the many stories of bullying, harassment and violence these young people experience and witness, it is inspiring to learn of their vision for safer work and learning spaces. They after all are the future of work.” explains Andrew Mudge, WHSC executive director.

In addition to the essay requirement, scholarship candidates were invited to share their contributions to the quality of life in their school and community, both in their own words and in a letter of recommendation from a teacher, other educator, or representative of a community organization.

‘Nunavut is scary’: Nurses speak out about toxic work environment

Nurses say a toxic workplace culture in Nunavut’s health centres is driving them out of the territory and, in some cases, out of the profession entirely.

“People say, ‘Oh, pay them more, pay them more.’ No, dummies, Nunavut is scary,” says Jessica Garner, who worked in Baker Lake and Gjoa Haven between April 2019 and September 2020.

She came to the territory looking for an adventure and an opportunity to help people. Instead, she says she was worked to the bone, harassed by her colleagues and superiors and eventually blacklisted from working in the territory after asking for help.

Garner is one of several nurses sounding an alarm about a workplace culture in Nunavut they say is so toxic it creates a barrier to health care.

Garner was a registered nurse hired to work in Baker Lake as a mental-health nurse. She regularly worked 24-hour shifts that started at the health centre from 8 a.m. to 4 p.m., but was then on-call for the rest of the night. She said she would sometimes get calls from her colleagues every couple of hours, all night long, about things that were not necessary for her to be involved in.

Nurse complaints don't meet threshold for harassment

Nunavut nurses made 16 harassment complaints over the past two years, and none of those complaints have met investigators' threshold of harassment.

Seven were closed after having been determined "No prima facie [case] met," which means the evidence provided in the complaint was not obvious upon first review.

The information appears on a spreadsheet containing statistical information about harassment complaints from GN nurses, obtained by Nunatsiaq News in August through the territory's access to information law.

The one-page document lists whether the complaints were made against a colleague or supervisor, whether they are open or closed, and the outcome, if any.

Nine of the complaints are against colleagues. Seven are against supervisors.

Nine investigations are listed as ongoing. One complaint appears to be in limbo, according to the spreadsheet, because a "critical" person to the investigation is "unavailable."

Indigenous staff press ahead with discrimination lawsuit against on-reserve oil and gas agency

Indigenous civil servants are seeking Federal Court certification for a proposed class-action lawsuit alleging systemic racism and chronic toxicity at the Canadian government's on-reserve oil and gas agency.

The plaintiffs filed a batch of affidavits last month, detailing allegations of pervasive bullying, discrimination, harassment and intimidation at Indian Oil and Gas Canada (IOGC), located in Tsuut'ina Nation west of Calgary.

Employees allege the agency's workplace was tarnished by sexual improprieties, unchecked abuses of power and widespread fear of reprisal, causing stalled careers, diminished self-worth and serious harm.

None of the allegations has been proven in court.

"It's very disheartening to read these affidavits," said one of two lead plaintiffs, Letitia Wells, who is Blackfoot from the Kainai Nation in southern Alberta, also known as the Blood Tribe.

