

September 2022 Environmental Scan



On social media

- Sexual harassment and safe workplaces
- Harassment at institute in Antarctica
- Harassment increases as temperatures rise





Khoa Hoang 🇻🇳 @ServingOttawa · Sep 28

"A class-action lawsuit against the RCMP alleging failure to provide a **workplace** free from bullying, intimidation, and **harassment**, has been certified by the Federal Court of Canada. It seeks over \$1.1 billion in damages stemming from **workplace harassment**."



cbc.ca

Federal court certifies \$1.1B class action against RCMP over alleged b...

A national class-action lawsuit against the Royal Canadian Mounted Police, alleging failure to provide a workplace free from bullying, ...

...



Paul Vieira @paulvieira · Sep 29

@CBCNews investigation into Glen Murray's time as head of Pembina Institute, an environmental think tank, revealed allegations he used sexual innuendo in **workplace**, and physically harassed former employee. Murray seeking to be Winnipeg mayor.

...



cbc.ca

Winnipeg mayoral candidate Glen Murray's time at 'dream job' mired b...

Winnipeg mayoral candidate Glen Murray was forced to leave his "dream job" as the head of a clean energy think-tank after one year, ...



Marco Navarro-Genie 🇲🇳 @MNavarroGenie · Sep 29

McDonough was sexually assaulted by the @UniforTheUnion rep tasked with helping with her **workplace harassment** complaint

...



halifaxexaminer.ca

Lawsuit: Erin McDonough was sexually assaulted by the union rep tas...

At the age of 22, Erin McDonough had a new vehicle, no debt, and a six-figure salary. A 2016 graduate of a community college program, sh...

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❤️ 8

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Robert Ashton (He-Him-His / II) @SJShrks22

As senior designated official for prevention of #violence + #harassment in the workplace of my org - I have first hand exposure to issues we face related to our workplace culture + while committed to make things better, I have not lived all experiences I have witnessed...4/

12:52 PM · Sep 29, 2022 · Twitter Web App

6 Likes



Robert Ashton (He-Him-His / II) @SJShrks22 · Sep 29
Replying to @SJShrks22

Being part of our steering committee on #accessibility + given my orgs mandate to serve electors across Canada as well as responsible for facilities + workplaces is another area I am passionate about and will push fiercely on both at work and in our communities ...5/



Robert Ashton (He-Him-His / II) @SJShrks22 · Sep 29

As #FutureOfWork champion in my org there are many facets to diversity + inclusivity we are addressing as part of our project such as GBA+, bias checks, equality and transparency. I am very proud of this work to make things better + hope to leverage other varied experiences ...6/



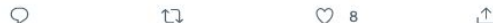
Robert Ashton (He-Him-His / II) @SJShrks22 · Sep 29

This is not a thread to justify my participation, trivialize other experiences or pretend that I have the answers. On the contrary. I am proud of my fellow panelists, the commitment made by @LeadersGC + look forward to seeing the results of the change we will make together! 🙌



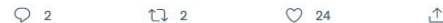
Robert Ashton (He-Him-His / II) @SJShrks22 · Sep 29

@AmandaBernardo @Copeland309 @NatashaCoteKhan @sboots



Robert Ashton (He-Him-His / II) @SJShrks22 · Sep 29

I was an eager panelist participant with @LeadersGC The open exchange is empowering + bold. It raises the hurt that exists in our public service. Unintentionally some comments have harmed me. My lived experiences, contribution to diversity + inclusivity + change will not ...1/



Robert Ashton (He-Him-His / II) @SJShrks22 · Sep 29

While #diversity was part of this panel and intended to come out through the questions + chat, more work to ensure #BIPOC representation on all panels is required. My own panel pledge criteria will be revisited after personal thought, education + reflection ...2/



Robert Ashton (He-Him-His / II) @SJShrks22 · Sep 29

About me... I am #2SLGBTQ+ proud, out and advocate in the public service since 1997 - before equal marriage, family inclusion, safe spaces. Marginalized? Bullied? Looked down upon? Uncomfortable? Absolutely - these are my experiences 🇧🇷🇺🇸...3/



Context: LeadersGC panel cancelled for lack of diversity after selecting an all-white panel to discuss diversity and inclusion.





Women's Legal ACT @WomensLegalACT · Sep 29



We know sexual **harassment** is pervasive, but it is so disappointing to hear how unsafe this **workplace** is for women whose dream it is to work in Antarctica.

If you are a woman experiencing **harassment** in the **workplace**, you can contact us on 02 6257 4377



abc.net.au

Antarctic expeditioners complain of 'predatory', widespread sexual ha...
A review reveals disturbing reports of a widespread culture of sexual harassment at Australian Antarctic stations, including women being t...



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Melissa Donnelly @DonnellyMel · Sep 29



Workplace sexual **harassment** is always unacceptable.

The findings re Australian Antarctic Division workplaces are very concerning and the Dept must work to ensure real cultural change is achieved and every worker is safe at work.

Henry Belot @Henry_Belot · Sep 29

Some shocking allegations of 'predatory' and 'widespread' sexual harassment on Antarctic bases have been revealed, along with homophobia and pornography on walls.

Tanya Plibersek says she's gobsmacked and extremely concerned, demanding cultural change.

[abc.net.au/news/2022-09-2...](https://www.abc.net.au/news/2022-09-29/antarctic-sexual-harassment-revealed)

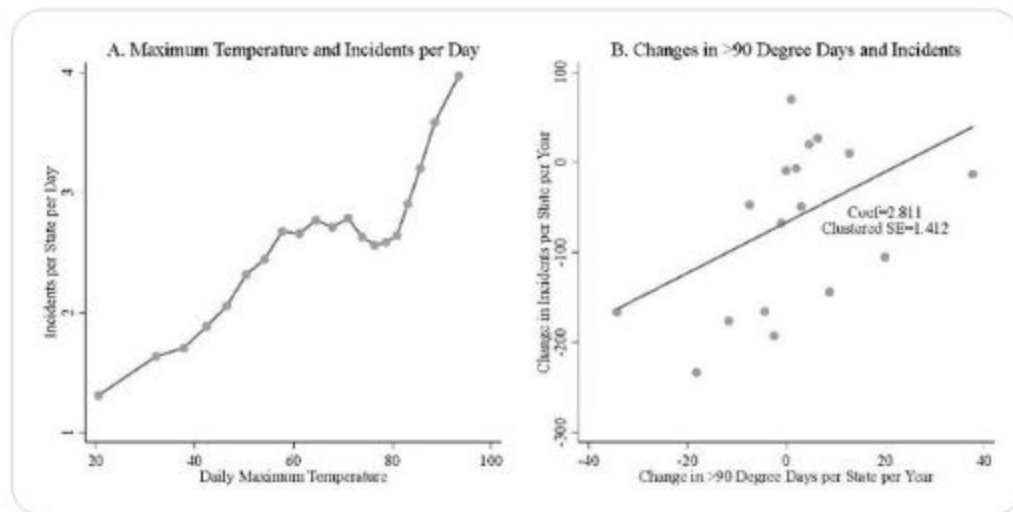
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A study of the United States Postal Service shows that on days when temperatures exceeded 90°F, **workplace harassment** and discrimination increased. In [@inversedotcom](https://www.inversedotcom.com/ow.ly/IUk450KUY8c): [ow.ly/IUk450KUY8c](https://www.inversedotcom.com/ow.ly/IUk450KUY8c) In PNAS: [ow.ly/zXUK50KUY8e](https://www.pnas.org/doi/10.1073/pnas.2019088117)



Opinion: Harassment of Chrystia Freeland just another indignity in a long, wearying summer for women

It's been a hard, heavy summer for women in Canada.

Along with the heat waves came scorching reminders of the double standards faced by women in the public eye. It felt like every week carried another public indignity to women in Canada and around the world.

Most recently, a shaky smartphone captured a vicious verbal attack on Deputy Prime Minister Chrystia Freeland. She and her all-female entourage hurried into an elevator as a large, bearded man called her a “f–king traitor” and “f–king bitch.”

It's the kind of commentary most women have become inured to in their Twitter mentions but has burst from digital to physical spaces.

This isn't our Canada, folks were quick to decry. And Freeland's colleagues, from premiers to ministers to fellow MPs of all political stripes, were quick to denounce the violent rhetoric as un-Canadian.

Yet, their protestations, the news the RCMP is now investigating and the renewed debate over whether we need more security for our highest officeholders ignore the fact this is not an isolated event. It's part of a years-long trend that's only getting louder and more physically present.

It's enough to leave you weary. Tired of all the ways the pandemic and polarization have etched away at women's participation in the public sphere. Wasn't this supposed to be the summer when we re-emerged from lockdowns and started to undo all the damage done?

Antarctic stations are plagued by sexual harassment – it's time for things to change

In October 2017, Antarctic science had its own #MeToo moment. Science magazine published a piece on allegations of abuse of female geoscientists in Antarctica – the most remote environment in the world.

US geologist Jane Willenbring detailed appalling sexual harassment during periods of Antarctic fieldwork in the 1990s by her Boston University PhD supervisor David Marchant. After a lengthy investigation, Marchant was fired, and a glacier was renamed to wipe his name off the map.

Willenbring's testimony was shocking to many in the broader public. But anecdotally, sexual harassment has been an integral part of working in Antarctica for women.

72% of women report harassment

This was confirmed in a recently released report commissioned by the National Science Foundation, which reveals that US Antarctic stations are “plagued” by sexual harassment.

Seventy-two per cent of women surveyed in the report said sexual harassment was a problem in the US Antarctic Program (USAP). Alarming, there was low consensus among senior USAP leadership that harassment is a serious problem. Infrastructure to prevent sexual harassment in the program is described as “virtually absent”.

Ontario nurses facing rising rates of violence from patients

According to Workplace Safety and Insurance Board, health-care workers were seven times more likely to be injured from violence than manufacturing workers and 45 times more likely than construction workers.

Ontario nurses are calling attention to the violence they face every day from patients on top of the overcrowding in hospitals and burnout over staff shortages.

The Ontario Nurses' Association (ONA) found that there were 1,010 lost time claims for workplace violence for nurses in 2020, an increase of 21 per cent since 2016.

According to Workplace Safety and Insurance Board, health-care workers were seven times more likely to be injured from violence than manufacturing workers and 45 times more likely than construction workers.

The Ministry of Labour, Immigration, Training and Skills Development (MLITSD) has laid a total of 546 orders under the Occupational Health and Safety Act relating to violence and harassment in the healthcare sector in 2022 so far.

Erin Ariss, a registered nurse, and vice-president of Region Four with the ONA said healthcare workers are facing increased violence while on the job.

Preventing Sexual Harassment in the Workplace

In August, Lone Star Ambulance, a critical-care transportation company in San Antonio, settled a lawsuit filed by the U.S. Equal Employment Opportunity Commission (EEOC) for alleged sexual harassment and retaliation.

The company will pay \$90,000 in damages and provide additional relief.

"The EEOC is committed to vigorously enforcing anti-discrimination laws on behalf of all workers," EEOC trial attorney Esha Rajendran said in a statement.

The lawsuit alleges that two female employees experienced verbal sexual harassment, unwanted sexual touching and forced submission to sex as a condition of employment by executive managers and supervisors.

One of the women was forced to resign due to intolerable working conditions, while the other was fired after rejecting sexual advances from a supervisor and complaining about the harassment, the EEOC stated. The alleged conduct violates Title VII of the Civil Rights Act of 1964.

In addition to the monetary relief, Lone Star Ambulance is required to take steps to prevent and eliminate sexual harassment in its workplace. This includes adopting a written policy against employment discrimination, hiring an independent monitor to investigate all complaints of sexual harassment and retaliation, and conducting annual training on Title VII of the Civil Rights Act of 1964.

‘Women of Simcoe Say No’ protest to push for anti-harassment, anti-violence legislation outside Barrie city hall

The message is simple: elected officials can do a lot more to stop harassment in their workplaces.

A “Women of Simcoe Say No” demonstration is planned outside Barrie City Hall (70 Collier St.) on Sept. 21 at 6:30 p.m., just prior to a scheduled council meeting. The rally — co-ordinated by several local organizations — will urge the Ontario government to pass the Stopping Harassment and Abuse by Local Leaders bill, which has been introduced in the legislature at Queen’s Park for a third time, and bring awareness to the issue ahead of the Oct. 24 municipal election.

If the draft legislation is eventually passed, it would create a process for municipal council members’ seats to be declared vacant for violations of workplace violence and harassment policies.

“This is incredibly problematic when it comes to community well-being and workplace safety,” CONTACT Community Services executive director Emily McIntosh said. “Our municipally elected leaders are those representatives in the community that hold decision-making power and whose position necessitates extensive community engagement. Without accountability structures in place with respect to harassment, the safety and well-being of community is adversely affected; it’s a risk we can address.”

Liberal MPP Stephen Blais introduced the bill in March 2021. He reintroduced it that October following the prorogation of the legislature. The bill passed second reading unanimously on March 9, 2022, but the government didn't debate it again before the writ dropped for June’s provincial election.

Burnaby's Café La Foret ordered to pay \$40K after firing head baker for sexual harassment

A baker who was fired from his job at Burnaby's Café La Foret after he touched a younger female subordinate at work without her consent has been awarded \$40,600 in a wrongful-dismissal lawsuit.

Song Hwan Cho was the head baker at La Foret on Nov. 9, 2020, according to a recent ruling in B.C. Supreme Court.

Because of COVID-19-related public health orders, only two people were working in the bakery area of the café that day: 60-year-old Cho and 28-year-old Nam Gyeong Lee, a baker who reported to him, the ruling said.

According to Lee, she and Cho were standing next to each other at the bakery station counter when Cho began talking about a massage he'd had the day before.

Lee said Cho told her he had had pain in the back of his neck, shoulder and sacrum, and, while he was talking, he pointed to those parts on his own body and then proceeded to touch Lee's upper back, shoulders and neck area.

When discussing the pain in his sacrum, Lee said Cho put his hand on her right buttock and pressed it firmly twice with his hand, according to the ruling.

Cho, however, "vehemently denied" touching Lee's buttocks, according to the ruling.

A new online tool empowers employees to report workplace discrimination

Employees facing discrimination often don't feel comfortable reporting unfair treatment, but a new online tool aims to empower workers to feel safe in doing so.

Maysa Hawwash, co-founder of HearU, told The Sam Laprade Show on Sept. 1 that in 2021, only 30 per cent of Gen Z workers that experienced some form of bullying or unfair treatment at work felt comfortable reporting these issues.

"So the stats are staggering, the issue is widespread, and employers don't have the means or the tools they need to take meaningful action," she said.

Hawwash, who previously ran a consulting firm, said she and her co-founder decided to create HearU because there was nothing in the market to fulfill the need that their clients were requesting.

She added that in recent years, there'd been an awakening around social discrimination, with the MeToo movement and murder of George Floyd resulting in increased awareness and desire to tackle these issues in the workplace.

Toxic workplace allegations at the Mohawk Council of Kanesatake

On August 8, an altercation took place at the Mohawk Council of Kanesatake (MCK) that left chief Denise David injured and bruised.

The shocking claim comes after months of infighting between the chiefs, which at times has spilled into the public forum at community meetings.

David's allegation has been corroborated by chiefs Brant Etienne and Amy Beauvais, who were both part of the confrontation that also involved grand chief Victor Bonspille and his sister Valerie Bonspille.

“Bottom line is I got injured, and that should never have happened. I want the community to know. Yes, it's really bad at the band office. Yes, it's gotten really bad to the point that physical harm was done to another chief by a chief,” said David.

David, Etienne and Beauvais told The Eastern Door that this was not an isolated event.

The chiefs described a toxic workplace environment filled with hostility and multiple incidents of yelling, screaming, demeaning comments and harassment that have now escalated to physical violence.

CSIS employee appeals decision to toss out his discrimination lawsuit

A Canadian Security Intelligence Service employee is appealing a Federal Court judge's decision to toss out his discrimination lawsuit against the spy agency.

In a newly filed notice, Sameer Ebadi asks the Federal Court of Appeal to overturn the June decision and allow his claim against CSIS to proceed, saying Justice Henry Brown made errors of fact and law.

In his ruling, Brown said Ebadi should have followed the internal grievance procedures available to him.

Brown said the court therefore lacked jurisdiction to address the statement of claim filed in January 2020 by Ebadi, who uses a pseudonym due to the sensitive nature of his intelligence work.

Ebadi, a practising Muslim who fled to Canada from a repressive Middle Eastern country, began working as a CSIS analyst in the Prairie region 22 years ago. He is now on long-term disability leave.

Managers fired one day after reporting CEO to HR

Traditionally, HR is considered a safe space for employees to express their concerns about colleagues or management.

That wasn't the case at G Fuel, an energy drink brand which fired several talent managers one day after they complained to HR about company founder and CEO Cliff Morgan using offensive language to describe both current and former employees during a meeting, Digiday reported.

Nearly a dozen current and former employees have shared their experiences with Digiday, recounting the now infamous meeting. During a check-in video call in June, Morgan blamed the talent managers for the Hauppauge, NY-based company's declining sales, using derogatory terms to describe their ability and demanding they improve their performance. Morgan allegedly ended the call by claiming nobody would be fired, according to several former staffers in the meeting.

Five of the talent managers on the call who individually went to HR were let go, as were two more talent managers who had been present at the meeting, but hadn't complained to HR, Digiday reported.

'Why I oughta...'

Work can be stressful. Depending on a someone's responsibilities, workload, and interpersonal relationships, there can be several different stressors at work – particularly since many studies have found that workers have been feeling more stressed and burnt out over the past couple of years.

Some of them are normal and can be expected as part of the job, but others should not be, such as feeling unsafe. Employees should be able to feel safe at work, particularly from threats of violence.

Unfortunately, threats and bullying can happen at work. How an employer responds to threats made to employees can be crucial to workplace culture as well as legal liability.

Threats in the workplace usually count as workplace violence and strike at the heart of the employer's obligation under health and safety legislation to ensure a safe workplace. Most jurisdictions require employers to treat threats as a safety issue and to take reasonable steps to address concerns.

Unapologetic and threatening behaviour

A recent B.C. arbitration case involved a worker who was displeased with the company's HR director and, in a meeting with her, yelled at her and raised his hand towards her face. It left the HR director crying and shaking afterwards. He was fired after an investigation found his behaviour was bullying and harassment. An arbitrator upheld the dismissal when the worker was unapologetic for his misconduct.

Suns owner Robert Sarver suspended one year, fined \$10M for workplace misconduct

The findings of the league's report, published Tuesday, came nearly a year after the NBA asked a law firm to investigate allegations that Sarver had a history of racist, misogynistic and hostile incidents over his nearly two-decade tenure overseeing the franchise.

Sarver said he will “accept the consequences of the league’s decision” and apologized for “words and actions that offended our employees,” though noted he disagreed with some of the report's findings.

The report said Sarver “repeated or purported to repeat the N-word on at least five occasions spanning his tenure with the Suns,” though added that the investigation “makes no finding that Sarver used this racially insensitive language with the intent to demean or denigrate.”

The study also concluded that Sarver used demeaning language toward female employees, including telling a pregnant employee that she would not be able to do her job after becoming a mother; made off-color comments and jokes about sex and anatomy; and yelled and cursed at employees in ways that would be considered bullying “under workplace standards.”

The \$10 million fine is the maximum allowed by NBA rule.

Training program combats sexualized workplace harassment in Victoria's hospitality industry

The City of Victoria is helping fund a new training program to respond to and prevent sexualized workplace harassment and violence in the local hospitality industry, including at bars and restaurants.

TIPS (Training in Prevention and Safety) is a voluntary and free online course now being offered to business employers, owners, managers, supervisors and employees, according to the Ending Violence Association of BC (EVA BC).

In a news release, EVA BC says it co-developed the course with Good Night Out Vancouver (GNO) following a motion passed by Victoria city council in 2019 to establish sexualized violence prevention training.

That's because workplace sexual harassment is "particularly pervasive" in the hospitality industry, with bars and restaurants being the top two public places where Canadians report experiencing unwanted behaviour, EVA BC finds.

"Prevention measures like the TIPS training are the best defence against workplace sexual harassment," said Ninu Kang of EVA BC.

"This initiative will show businesses how to create positive workplace cultures that support the health and safety of staff and patrons and prevent sexual harassment."

Quiet firing: bad HR or constructive dismissal?

You've heard of quiet quitting – now brace yourself for quiet firing. The newest, and potentially most toxic, HR trend is causing a global staffing crisis – one that some organizations may not recover from. But it's not just a case of 'bad HR' – in serious instances it could be deemed bullying or even constructive dismissal.

Essentially, quiet firing occurs when organizations fail to give employees constructive feedback or details on their career trajectory. Managers may decline salary requests, or forget to pass on information that employees need to succeed – leading to frustration, low morale, and even lawsuits.

“It's effectively setting up employees for failure and creating a toxic work environment that they do not want to participate in so they will be enticed to leave,” Annie Rosencrans, Director of People & Culture at HiBob told HRD.

HRTO finds employee was victim of acts of discrimination in poisoned work environment

In *A.B. v. C.D.*, 2022 HRTO 890, the Human Rights Tribunal of Ontario (HRTO) found that the applicant was a victim of discrimination on the basis of sex and that her work environment was poisoned by repeated acts of discrimination and harassment by the company's owner (Owner), causing her to resign. The HRTO found that because the Owner was a directing mind of the employer, the employer was jointly and severally liable with the Owner for injury to her dignity, feelings and self-respect (\$25,000) and for loss of wages (\$31,200) caused by her need to resign from a poisoned work environment.

The applicant, a single mother, was employed in various roles from 2007 until her resignation in 2014. Shortly after she commenced employment, the Owner was abusive and discriminatory. He reportedly yelled at her, belittled her, called her names, and disparaged her. Her doctor recommended that she quit. In 2011 she resigned because of the stress, but returned to work later in that same year because she could not find another job.

The Owner's discriminatory behaviour and harassment escalated upon her return. She also witnessed his abusive behaviour to others, heard him using gendered and vulgar language about women, saw him throwing, smashing, and breaking things, watching pornography, and groping women in the workplace. When the applicant's minor daughter visited her at the office, the Owner made vulgar sexual advances toward the daughter. On a day when the Owner was again abusive toward her and made crude sexual comments about her, the applicant resigned and sought medical treatment.

Former staff say workplace bullying drove them out of teaching in Fort Resolution, N.W.T.

Former staff at Deninu School in Fort Resolution, N.W.T., say they left the school due to workplace bullying, and parents say they're worried about the impact it's had on students.

At least seven staff members left the school at the end of the 2021-22 school year. CBC spoke to four of those teachers, some of whom asked not to be named for fear of reprisal. Collectively, they painted a picture of a work environment where bullying and toxic behaviour was rampant, with some alleging employees were discriminated against due to race or disability.

They told CBC they feel their concerns about threats regarding job security, accusations of misconduct, and verbal abuse were not taken seriously by the school board.

The board paints a different picture, saying any concerns that were raised were dealt with appropriately and denying that anyone was discriminated against.

Deninu School is the only school in Fort Resolution, a community of about 500. It offers K-12 to about 100 students.

Ontario Teachers' celebrates success in workplace gender and intersectional equity

TORONTO, Sept. 20, 2022 - Ontario Teachers' Pension Plan Board (Ontario Teachers') today announced that it has obtained EDGE Lead, the highest certification level offered by EDGE, the leading global assessment and business certification for gender and intersectional equity. Adding to this achievement, it also received the EDGEplus certification for its commitment to analysing additional dimensions of intersectionality between gender, race and ethnicity.

Ontario Teachers' is the first organization in the Canadian financial industry to receive both the EDGE Lead and EDGEplus certifications. EDGE Lead certification demonstrates success in fostering gender equitable workplaces. In alignment with its diversity, equity and inclusion (DE&I) ambitions, Ontario Teachers' results showed enhancements to its policies and practices across multiple areas including pay equity, recruitment and promotion, leadership development training, mentoring, flexible working and inclusiveness of its culture. In addition, gender representation is balanced and stable across all levels and the percentage of women on the non-executive board increased from 44% in 2019 to 55% in 2022. Achieving EDGEplus certification further highlights Ontario Teachers' commitment to analysing intersectional issues between gender and additional dimensions such as gender identity, race/ethnicity, 2SLGBTQ+ identity, working with a disability, nationality and age.

City hall protest calls for end to workplace harassment

A silent demonstration was held Wednesday evening at Barrie City Hall in support of the Stopping Harassment and Abuse by Local Leaders Act.

The provincial bill would create a process for municipal councils to remove their members who violate workplace violence and harassment policies.

"We are not asking for something special — this is fundamental," Emily McIntosh said of the Act. "We ask that the province prioritize the legislation.

"If we don't say something we have a lot of silence, and no change," McIntosh added.

The Act is a private member's bill from Liberal Orleans MPP Stephen Blais, which passed second reading in the legislature March 9, but did not pass third reading to become law before the provincial election writ dropped May 4. It was reintroduced by Blais in August.

The bill would amend the Municipal Act of 2001 to require the code of conduct for municipal councillors and members of local boards to include a requirement for those councillors and members to comply with workplace violence and harassment policies.

Barrie city councillors unanimously support motion to stop harassment by local leaders

Barrie city councillors met for the final time Wednesday ahead of the upcoming municipal election, and they were greeted by dozens of people supporting one particular motion.

Councillor Natalie Harris, who will not be seeking re-election in the fall, brought forth a motion for the city to send a letter to the province outlining its support for the Stopping Harassment and Abuse By Local Leaders Act, also known as Bill 5.

The legislation would allow municipal integrity commissioners to remove councillors from office if they are guilty of workplace harassment or violence, a power they currently don't have.

"There are insufficient consequences for members of council who behave like this, who commit these acts," says Mayor Jeff Lehman. "So the folks who were here tonight, the Women of Simcoe County and a number of other groups, we're here to say council, we want to see you re-up [sic] your support for what is a bill by a Liberal MPP to do what really should have been done before the election by the government, which is to give municipal integrity commissioners the power to remove from office somebody who is guilty of something that severe."

Federal Court of Canada certifies class action alleging failure of RCMP to provide workplace free from bullying, intimidation, and harassment

TORONTO- The Federal Court of Canada has certified *Greenwood v His Majesty the King* as a national class proceeding on September 20, 2022, following the Supreme Court of Canada's dismissal of Canada's leave to appeal application. The class action seeks damages on behalf of all current or former RCMP Regular and Civilian Members, Special Constables and Reservists who worked for the RCMP between January 1, 1995 and the date of an applicable collective agreement.

The nature of the claim made on behalf of the Class is systemic negligence. In particular, Geoffrey Greenwood and Todd Gray (the "Representative Plaintiffs"), allege that there was a culture of systemic bullying, intimidation and harassment at the RCMP that affected all who worked for the RCMP, and that in allowing this culture to manifest and permeate the organization from its highest levels, the RCMP failed to fulfil its duties to provide the Class Members with a work environment free of bullying, intimidation and harassment, generally, as well as based on any grounds (including but not limited to sex, gender, race, ethnicity or religion).

Court-appointed Class Counsel are Kim Spencer McPhee Barristers P.C. The claims have not yet been proven in court and the defendant, Canada on behalf of the RCMP, has admitted no liability.

Notice of certification is currently being disseminated to class members through a court approved notice program that includes direct mailing and emailing, posting in RCMP detachments and on the RCMP's internal and external websites, and through external publications and social media. A copy of the Notice of Certification and Opt-out Form are available at <https://www.greenwoodrcmpclassaction.ca>.

News releases

- Canadian Olympic Committee joins Abuse-Free sport
- Domestic abuse and obligations of employers in Quebec
- Study about Facial Differences in the workplace



Canadian Olympic Committee signs agreement with independent safe-sport program

The Canadian Olympic Committee has signed an agreement to join Abuse-Free Sport, Canada's new independent program to address maltreatment in sport.

The COC and its stakeholders will be able to access services of the Office of the Sport Integrity Commissioner (OSIC) by Dec. 21 at the latest, following a transition period.

"The COC recognizes that safe sport is everyone's responsibility," David Shoemaker, the COC's CEO and general secretary. "We're fully committed to doing our part to support a growing national movement that is changing the culture of sport in this country.

"The sport community has been asking for just this kind of consistent national program. It is an important step forward for everyone involved in sport in Canada."

During the transition period, the COC will adopt the Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS), and make the required policy changes.

Canada: Domestic Violence: Obligations And Responsibilities Of Employers In Quebec

Workplace violence and harassment are issues that have received increased media attention in recent years. Presumably in the context of this heightened awareness, federal and provincial legislators have adopted and/or amended legislation and regulations to provide a better framework or specify the employer's obligations in these matters.

In addition, COVID-19 has forced many employers to move all or part of the "workplace" to their employees' homes, which has unfortunately coincided with an increase in rates of domestic violence across Canada.

In this context of legislative change and the rise of remote work, we offer an overview of what obligations, if any, employers have towards their employees who are living in situations of domestic (or family) violence in light of the pre-existing legal framework as well as the coming into force of new provisions.

Facial Difference in the Workplace

Recent AboutFace research revealed that about 3 in 5 people with a facial difference reported being negatively impacted at work or within the context of work due to their facial difference.

Some of the most common types of impacts our research findings show include: Staring or gaping from co-workers (51%), Uncomfortable or difficult experiences during recruiting (50%), Lack of opportunities or career progression (43%), Bullying or harassment (36%), Erasure – denial of facial difference or impact of it (35%), Feeling unseen/unheard (31%).

Concerningly, only 30% of respondents in our recent AboutFace survey noted that their workplace clearly included facial differences in their Diversity, Equity, and Inclusion policies. This reporting reveals a significant gap in protections for people with a facial difference in the workplace.

More than two million people in Canada have a facial difference, and support, resources, and policies in the workplace to protect facial difference community members from mistreatment are significantly lacking. The My Difference Should Make No Difference campaign will raise awareness to ensure people in the facial difference community have every opportunity to thrive professionally in inclusive and supportive workplaces, free from discrimination and barriers.