

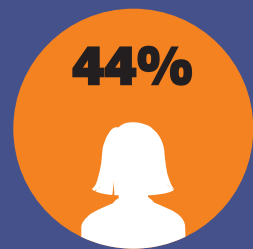
Things to know about

Sexual harassment in the workplace

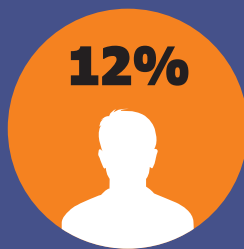
What is workplace sexual harassment?

Workplace harassment, according to Occupational Safety and Health Act, is engaging in a course of vexatious comment or conduct against a worker in a workplace that is known or ought reasonably to be known to be unwelcome. It can either happen at the workplace or any location that involves people associated through work (e.g., conferences, restaurants, private residences).

It can happen to anyone.



of women
experience sexual
harassment at
work



of men
experience sexual
harassment at
work



of people who had
been harassed
experienced 2-5
instances



of people who had
been harassed
experienced more
than 5 instances



47% of LGBTQ+ workers were targets of inappropriate sexual behaviors in the workplace

People with disabilities - especially women - are almost **TWO TIMES** more likely to experience inappropriate sexual conduct in the workplace

It is dramatically underreported.

4 in 5 Canadians do not report unwanted experiences to their employers

See the other side of this flyer for information about what constitutes sexual harassment and the support available for survivors.

What constitutes sexual harassment?

While sexual harassment is often a pattern of behavior, a single incident can be serious enough to be considered harassment.

Some examples of sexual harassment are:

- Unwanted physical contact, including touching
- Sexual jokes, including those sent electronically
- Demanding hugs
- Demanding dates or sex in exchange for a favor or benefit
- Spreading rumors that are sexual in nature
- Displaying or sending sexually explicit images or videos
- Bragging about sexual prowess
- Discussion about sexual history or desires
- Display of genitals
- Inappropriate staring
- Threats or retaliation for refusing sexual advances
- Sex-specific derogatory comments or gender-related remarks

If you or someone you know has been sexually harassed at work, you can speak to someone who can help.

It is not your fault. You are not alone.



Access Sexualized and Gender-Based Violence Support Services

Phone: 905-575-2181 | **In-person:** Fennell Room F114

Email: SV-GBVSupport@mohawkcollege.ca

mohawkcollege.ca/SV-GBVSupport

Sources:

1. Statistics Canada: Survey on Sexual Misconduct at Work, 2020.
2. Ontario Human Rights Commission: Sexual harassment in employment (fact sheet)
3. PSHSA - Public Services Health and Safety Association