

HARASSMENT PREVENTION OFFICE

LEADING THROUGH RESPECT

YG Orientation

Policy, Planning & Communications Branch
100-211 Hawkins Street, Whitehorse, Yukon Y1A 1X3

HPO Staff

Barbara Bergmann, Admin. Assistant: 667-3536

Dayna Gaudet, A/Manager: 667-8384

Molly O'Riordan, HP Coordinator: 667-8134

Angela Taylor, A/HP Coordinator: 667-8398

HPO Role and Mandate

- **Education – workshops, presentations**
- **Consultations – advice and assistance**
- **Informal resolution – individual and RWGF**
- **Formal resolution - investigations**

The Value of Respect

- Canadian workers rated “being treated with respect” as the most important aspect of job satisfaction
 - Good communication with co-workers rated 3rd; Pay and job security rated 9th
- Employees who perceive themselves as being bullied waste 52% of their work time defending, avoiding, venting (Safety Council of Canada).

Hidden Costs of Harassment

- Affects well-being and increases stress
- Unsafe workplaces – WCB claims
- Greater sick leave, staffing and turnover costs, lower morale and productivity
- Uses more Supervisor, Manager and HR time
- If YG found responsible - compensation, damages, or legal defence costs incurred

Legal Basis for Policy 3.47

Yukon Human Rights Act:

- Prohibited grounds of discrimination and harassment
- Harassment when based on a prohibited ground – is a subset of discrimination and is illegal
- Employers are responsible for the discriminatory acts of their employees...unless it is established that the employer did not consent to the conduct and took care to prevent the conduct, or after learning of the conduct, tried to rectify the situation

Harassment Prevention and Resolution Policy 3.47

- Prohibited behaviour under policy can extend any aspect of employment relationship, including supervisor, manager, co-worker or subordinate
- This may include rude, degrading or offensive remarks, emails, bullying, threats or intimidation either on a one time basis or a continuous series of events.

Policy 3.47 – Personal Harassment

- Improper behaviour by a person employed in the Government of Yukon that is directed at and offensive to another person employed in the Government of Yukon, and which the first person knew or ought reasonably to have known would be offensive.
- Includes objectionable conduct, comment or display that could reasonably be expected to demean, belittle, or which causes personal humiliation or embarrassment to the recipient.
- Includes harassment on any prohibited grounds.

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Policy 3.47 – Sexual Harassment

- Any conduct, comment, gesture or contact of a sexual nature:
 - that might reasonably be expected to cause offence or humiliation; or,
 - that might reasonably be perceived as placing a condition of a sexual nature on employment or on any opportunity for training or promotion.

Policy 3.47 – Abuse of Authority

- ...an individual's improper use of power and authority inherent in the position held, by means of intimidation, threats, blackmail or coercion.
- This includes actions which could reasonably be expected to endanger an employee's position in a job, undermine an employee's ability to perform the job or threaten the economic livelihood of an employee.
- It shall not include the legitimate exercise of an individual's supervisory power or authority.

Managers and Supervisors are Responsible under Section 2.1.5

- Taking preventive or corrective action;
- Leading by example;
- Ensuring that employees have access to education and training related to workplace harassment.

Thank you for attending

For more information, check out our internal website:

<http://pscintranet.gov.yk.ca/employeeportal/236.html>

PSC intranet website. Click on “For All Employees” on left hand side and the WHPO on top right.

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