

IF YOU OR SOMEONE YOU KNOW IS BEING SEXUALLY HARASSED AND YOU ARE ABLE TO DO SO SAFELY:

- Ask the person to stop their comments or behaviour.
- Ask a person in a position of authority (such as a professor, a supervisor, a course director, or a manager) to step in and stop the comments or behaviour from happening.

CONTACT THE EQUITY, DIVERSITY AND HUMAN RIGHTS OFFICE:

- If the harassment continues or is not being dealt with appropriately, or if you are uncomfortable approaching someone in a position of authority.
- If you require guidance on the appropriate steps to deal with a sexual harassment concern or complaint.



Managers and other administrative staff and faculty have a responsibility to intervene and act on complaints of harassment.

This fact sheet provides general information about sexual harassment to Laurentian University students, staff, and faculty members and should not be construed as legal advice.

IF SOMEONE DISCLOSES THEY HAVE BEEN OR ARE BEING SEXUALLY HARASSED?

- Believe the person and take them seriously.
- Ask what resources or supports they might need.
- Maintain the confidentiality of the person disclosing.
- If the situation requires the involvement of Security Services or a senior administrator, the person who has made a disclosure to you should be informed.
- Refer to links and resources in this brochure for support.

LINKS AND RESOURCES:

Counselling and Support Services
laurentian.ca/counselling-support

Laurentian University Health & Wellness
laurentian.ca/health-wellness

Equity, Diversity and Human Rights Office
laurentian.ca/equity-diversity-and-human-rights

Health Sciences North Violence Intervention and Prevention Program
hsnsudbury.ca/portalen/Programs-and-Services/NEO-Kids-Family/Violence-Intervention-and-Prevention-Program

Ontario Human Rights Commission
ohrc.on.ca/en/news_centre/sexual-harassment-and-ontario-human-rights-code

Ontario Women's Directorate
women.gov.on.ca

laurentian.ca/respectful-workplace-and-learning-environment

Room A-126
Located in the "Bowling Alley"

935 Ramsey Lake Rd., Sudbury ON P3E 2C6
705-675-1151, ext. 3427 | 1 800-461-4030, ext. 3427
edhr@laurentian.ca

laurentian.ca/equity-diversity-and-human-rights

 @edhrolul

Sexual Harassment

A Guide for Students, Faculty and Staff

 @edhrolul

Equity | Équité
Diversity | Diversité
Human Rights | Droits de la personne



LaurentianUniversity
Université **Laurentienne**

Sexual Harassment

“Sexual Harassment” under the *Ontario Human Rights Code, 1990 (Code)* and the *Occupational Health and Safety Act, 1990 (OHSA)* means:

- making a sexual solicitation or advance where the individual making the solicitation or advance is in a position to confer, grant or deny a benefit or advancement to the worker and the individual knows or ought reasonably to know that the solicitation or advance is unwelcome; or
- engaging in a course of vexatious comment or conduct against an individual because of sex, sexual orientation, gender identity or gender expression, where the course of comment or conduct is known or ought reasonably to be known to be unwelcome

While sexual harassment usually involves repeated actions or statements, one incident can be serious enough and may be considered harassment under the Code and/or OHSA.

8 in 10

women and girls experience sexual harassment in public spaces

WHO IS AFFECTED:

There are groups who are more vulnerable to experiencing sexual harassment including young people, people with disabilities, and women. Furthermore, women who are trans, racialized, Indigenous, or marginalized in other ways experience higher rates of harassment.

LAURENTIAN UNIVERSITY POLICY ON A RESPECTFUL WORKPLACE AND LEARNING ENVIRONMENT:

Laurentian University strives to maintain a safe and inclusive environment for all students, faculty, staff and visitors, and will not tolerate violence, discrimination, or harassment.

Laurentian University's Policy on a Respectful Workplace and Learning Environment takes sexual harassment very seriously. The policy covers all students, faculty, and staff. That means that as a member of the Laurentian University community, you have a right to be free from sexual harassment.

It is still harassment even if you do not object.

When experiencing harassment, you may be in a vulnerable situation and afraid to speak out or remain silent for fear of reprisal. You do not have to verbally object to an act of harassment for it to be considered harassment.

These situations are still sexual harassment and contravene Laurentian University's Policy on a Respectful Workplace and Learning Environment which incorporates the provisions of the Code and the OHSA.

EXAMPLES OF SEXUAL HARASSMENT:

- Unwanted sexual or sexually suggestive comments including jokes and name-calling.
- Unwanted or unnecessary touching or physical contact.
- Making gestures or touching oneself suggestively in front of others.
- Staring at a person's breasts or buttocks.
- Stalking/Cyberstalking.
- Bragging about sexual prowess.
- Using social media or texting to post pornography, images, words etc.
- Spreading sexual rumours.
- Demanding dates or hugs.
- Making threats.
- Using derogatory or insulting language about a person's gender, gender identity, gender expression or sexual orientation.

SEXUAL HARASSMENT CAN:

- Happen in any space, including the classroom, public areas, workplace and “virtual” space such as the internet.
- Be experienced or perpetrated by any person regardless of gender, gender identity, sexual orientation, position of power and/or other defining characteristics.
- Have significant physical, emotional and psychological consequences for the harassed individual.