

## **Actions you can take if you are being sexually harassed**

### **Internal Policies:**

- Organizations are legally required to prevent and rectify sexual and gender-based harassment.
- File a complaint in writing and ask for a written response.

### **Collective Agreements:**

- Many collective agreements include terms of the Ontario Human Rights Code (HRC).
- Contact your union for help as you may be able to file a grievance on alleged breaches of the HRC.

### **Occupational Health and Safety Act (OHSA):**

- The OHSA recognizes any form of workplace harassment.
- Contact the Ontario Ministry of Labour for more information on recourse under the OHSA.

### **Other Administrative Bodies:**

- Administrative bodies (e.g. the Landlord and Tenant Board) have a responsibility to apply the HRC.
- You can file a claim with any administrative body authorised to consider questions of law.

### **Criminal Charges:**

- In some cases, sexual harassment is a crime (e.g. stalking, sexual assault, threat of assault).
- Contact your local police if you believe you are experiencing criminal harassment.

### **Human Rights Tribunal of Ontario:**

- Human rights applications can be filed within 1 year of the last incident of harassment.
- Contact the Human rights Legal Support Centre for assistance in filling an application.

Ontario Ministry of Labour: 1-800-531-5551

Human Rights Legal Support Centre: 1-866-625-5179