

## LET'S TALK:

# Knowing Your Rights at Work

## WHAT IS WORKPLACE SEXUAL HARASSMENT?

Sexual harassment is any unwanted action or comment that targets someone's sex, sexual orientation, gender identity or gender expression.

*workplace examples can include:*

- Unwanted flirting or advances
- Unwanted comments from co-workers about one's body, clothing, appearance
- Comments invalidating one's gender identity or gender expression

## POWER DYNAMICS IN THE WORKPLACE

In workplaces, people in leadership positions hold more power than newer or lower ranking employees. Factors like age, race, and gender can also impact an employee's social power. These dynamics can create an imbalance in workplace relationships where one person holds more power than others.

When sexual harassment happens in a workplace, these unequal power dynamics can create barriers to speaking up and accessing support.

## KNOW YOUR RIGHTS

### Sexual harassment is against the law

- It is your employer's responsibility to create and maintain a workplace culture free from sexual and gender-based violence.

**By law every workplace in Ontario must have a sexual harassment policy**

- The Ontario Human Rights Code and Occupational Health and Safety Act prohibit workplace sexual harassment.
- Policies are there to support anyone working at an organization (including co-op work term), by providing options for advocacy, accountability and action.
- You have the right to speak out to get support or to report experiences of workplace sexual harassment.

## **YOUR BOUNDARIES MATTER**

**you have the right  
to feel safe at work**

- You get to choose what your boundaries are, regardless of what the norms are within your workplace.
- You have the right to express and maintain your boundaries.
- If your boundaries are crossed in the workplace, you get to decide how and when you would like to access support.
- Your boundaries deserve to be respected.

## **CONSENT AT TRENT**

Support services are available for people impacted by sexual harassment or gender-based violence. Support services are free and open to students of all genders and diverse lived experience

*ways we can offer support:*

- Supporting your academic success
- Reviewing your workplace sexual harassment policy to locate opportunities for empowered decision making
- Safety planning for employees
- Connecting you to legal support
- Navigating internal and external reporting options
- Advocacy

**you're not alone  
we're here to support**

## **RESOURCES**

### **ON CAMPUS**

- **Sexual Violence Prevention & Response Manager (Consent at Trent)**

- [consent@trentu.ca](mailto:consent@trentu.ca)
- 705-748-1011 ext. 7792

### **OFF CAMPUS**

- **Kawartha Sexual Assault Centre (KSAC)**

- 705-741-0260 (call)
- 705-710-5234 (text)

- **Durham Rape Crisis Centre (DRCC)**

- 905-668-9200

- **Niijkiwendidaa Anishnaabekwewag Services Circle (NASC)**

- (705) 741-0900

### **LEGAL SUPPORT**

- **Peterborough Community Legal Centre**

- [www.ptbo-clc.org](http://www.ptbo-clc.org)
- 705-749-9355

- **Human Rights Tribunal of Ontario**

- [hrto.registrar@ontario.ca](mailto:hrto.registrar@ontario.ca)
- 416-326-1312
- 1-866-598-0322

### **LEARN MORE**

- **Sexual Harassment Advice Prevention Education (SHAPE)**

- [www.shapeyourworkplace.ca](http://www.shapeyourworkplace.ca)

visit [trentu.ca/sexualviolence](http://trentu.ca/sexualviolence) for more resources & info