

Dealing with sexual harassment: your role as an employer

AS AN EMPLOYER, **YOU ARE RESPONSIBLE FOR YOUR EMPLOYEES' ACTIONS.** THEREFORE, YOU HAVE TO:

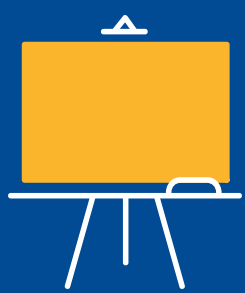


1) COMPLY WITH OBLIGATIONS PROVIDED BY LAW

Make sure there is no discrimination or harassment (psychological, discriminatory, sexual or other) in your workplace and comply with all legal obligations applicable to the workplace.

2) IMPLEMENT A POLICY AND COMPLAINT MECHANISM

Prohibited practices will be clear to all staff.

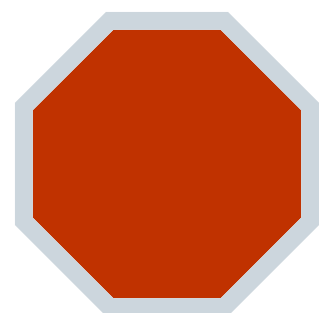


3) PROMOTE THE POLICY AND ITS PRINCIPLES

Offer training sessions to your staff on sexual harassment to promote compliance with the policy.

4) DO NOT TOLERATE ANY FORM OF HARASSMENT

Stop any harassing behaviour reported to you.

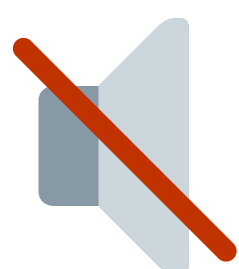


5) PROTECT THE VICTIM THROUGH A SUPPORT MECHANISM

This way, you will not contribute to deteriorating the work environment and you will promote respect for the rights of the victim.

6) DO NOT DISCLOSE THE IDENTITY OF THE PERSONS INVOLVED IN A COMPLAINT.

Make sure the victim is not the target of retaliation.



To learn more, visit www.cdpedj.qc.ca/en/Sexual-Harassment.aspx