

BILL 132



Sexual Violence & Harassment Action Plan Act

Employers are now **required** to:

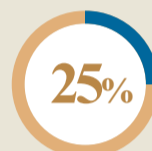
- Conduct investigations into incidents or complaints of workplace harassment
 - Inspectors may order investigations to be completed by competent, impartial third-party investigators at the company's expense
- Inform both the worker and alleged harasser of the investigation results
- Conduct a thorough review of the company's harassment program at a minimum of once per year



28% of Canadians have experienced sexual harassment in their place of work or at a work-related function



48% of people who have been harassed experience 2-5 instances



25% of Canadians who reported sexual harassment at work found management 'unresponsive and dismissive'



75% of Canadians believe that workplace sexual harassment needs to be given more attention.



Management undertook a serious and impartial investigation and appropriate action 40% of the time

SEPTEMBER 8, 2016: ALL employers are required to have new and updated workplace harassment policies, procedures and training in place under section 32.06(2) of the Occupational Health and Safety Act (OHSA).

How can **AFIMAC** help?



INVESTIGATIONS

AFIMAC will provide qualified, competent, impartial third-party investigators to assist in the implementation of the employer's mandatory harassment program.

WORKPLACE VIOLENCE TRAINING

AFIMAC provides in depth educational training courses on workplace violence prevention and responses.



VULNERABILITY & RISK ASSESSMENT

AFIMAC consults with companies creating and implementing workplace violence policies. We conduct site audits to help create effective workplace violence plans and policies.

Click here to learn more about how **AFIMAC** can help your company today!

