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SEXUAL HARASSMENT POLICY

The Human Rights Code, 1981 provides a remedy for three common types of sexual harassment.

1. The first type is "a course of vexatious comment or conduct that is known or ought reasonably to be known to be unwelcome" perpetrated by a person's employer, someone acting for the employer, or a co-worker. Examples of this type of behaviour include repeated sexual remarks, or physical contacts, that are degrading.
2. The second type of behaviour is a sexual advance or solicitation made by a person who is in a position to grant or deny a benefit to another. This is a contravention of the Code when the person making the solicitation or advance knows, or should know, that such behaviour is unwelcome. Unwelcome advances from an employer to an employee are examples of this type of behaviour.
3. A third type of prohibited behaviour occurs when a person who is in a position to grant or deny a benefit threatens or institutes a reprisal against the person who rejected his or her sexual advance. An example is the denying of a promotion or firing of an employee because the employee has refused a sexual proposition.

Employees of Community Living-Central Huron who feel that they are subject to sexual harassment may deal with such treatment through the normal grievance procedure and/or may file a complaint with the nearest office of the Ontario Human Rights Commission.