

Building Respectful Workplaces Sexual Harassment Training

PRE EMPLOYMENT TRAINING FOR:



B L U E C O L L A R G R O U P

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Learning objectives

- ▶ To define sexual harassment
- ▶ Managing the risk
 - ▶ Training and communicating with your crew
 - ▶ How to create safe workplaces
 - ▶ Identifying SAFE people
- ▶ Knowing the plan
 - ▶ Policy
 - ▶ Prevention
 - ▶ Management
- ▶ Investigating reported incidents



Sexual harassment in treeplanting

- ▶ Through the courage of the planting community, cases of sexual harassment have been identified and brought to light particularly in the last few years.
 - ▶ Accounts of harassment and criminal activities highlight a past culture that is unacceptable and will not be tolerated or condoned
 - ▶ Open discussion/awareness and training can create a forward and progressive culture of equality, decency and compassion to further develop a healthy planting community with respectful relationships
- ▶ How does it affect you and how many trees you plant?
 - ▶ Planters are not all known to you, some are short term and transitional
 - ▶ We live in a community and we want that community to be healthful and respectful



Sexual harassment defined

- ▶ *(supreme court of Canada) - conduct of a sexual nature that detrimentally affects the work environment or leads to adverse job-related consequences for the victims of the harassment*
- ▶ Typically gender based, experienced by men and women, can occur between two people of the same sex
- ▶ Examples – derogatory, sexually suggestive noises (cat calls, whistles), sexual jokes or comments that don't belong in the workplace, anecdotes or descriptions of sexual acts, sexist remarks usually gender specific, unwanted touching or sexual pressure.
- ▶ All harassment type behavior is wrong and will be investigated and treated with the same serious regard.



Identifying the risk

- ▶ Are planters more vulnerable or less vulnerable?
- ▶ Planter disadvantage -
 - ▶ Living in camps or in isolation can lead to a perception of lawlessness, even though this is not the case
 - ▶ Whether at a bar in town or a camp party night, alcohol can affect judgement and create situations that evolve to harassment or criminal activity
 - ▶ Tents, isolated pieces, away from home – these factors can be advantageous to sexual predators
- ▶ Planter advantage –
 - ▶ We are a proactive and socially responsible group of people
 - ▶ We are a community who can support and protect one another



Managing the risk

- ▶ Training and crew communication
 - ▶ Everyone will complete training to recognize the definition of sexual harassment, risk and the safety plan in this company to mitigate that risk
 - ▶ Crew talks to communicate behaviour that is unacceptable while promoting healthy behaviours
- ▶ Creating SAFE workplaces
 - ▶ Supervised and limited party nights
 - ▶ Developing a camp of mutual respect for noise, late nights and healthy relationships
- ▶ Defining SAFE people
 - ▶ SAFE people in each camp will be trained to respond to reports
 - ▶ All reports of sexual harassment will be immediately investigated



The plan

- ▶ Firm stand and understanding of the company policy
 - ▶ *Blue Collar promotes respectful workplaces where its employees are supported to work safely, comfortably and productively free from harassment type behaviour of any sort. Therefore, this Company will not tolerate sexual harassment*
 - ▶ Sexual harassment is a safety deficiency and it will poison the workplace culture if left to persist
- ▶ Methods to prevent sexual harassment from occurring
 - ▶ Inform everyone – orientation and training and crew talks
 - ▶ Train everyone – management training and SAFE PEOPLE training
 - ▶ Communicate enough – postings but follow up crew talks too
 - ▶ Develop a respectful community through training, communication and design that promotes a healthy workplace where no harassment of any kind is tolerated
- ▶ Actions to take if harassment does occur
 - ▶ Anyone reporting sexual harassment will be supported
 - ▶ Immediate and consistent response to any reports
 - ▶ A fair and objective investigation immediately following a report



Defining respectful workplaces

- ▶ Define environments where joking is positive and fun – sexual jokes rarely are necessary or provide a supportive framework for anyone.
- ▶ Pay attention to the reactions of people when others are joking – is everyone sharing in the fun or are some uncomfortable?
- ▶ Integrate positive examples and modeling in humour and group activities – if someone seems like they are crossing that line, say “that’s not okay.”
- ▶ Develop positive relationships and prosocial ways of connecting with people including accepting rejection.
 - ▶ If you like someone, do not wait until they are drinking to let them know. Join in group activities, have dinner together in camp or invite them for a walk.
 - ▶ If someone does not share your feelings, that is okay. You will meet other fun people this season who you may connect with better.



Understanding consent

Consent is a voluntary agreement to engage in sexual activity. It means communicating yes on your own terms.

- ▶ You can only consent for yourself.
- ▶ You must be able to give consent – awake, conscious, and sober enough to make a clear decision.
- ▶ People in positions of trust, power, or authority cannot abuse their position to get sexual activity.
- ▶ If you imply NO through your words or behaviours, that's just as good as saying "NO." Consent is not implied on the basis of silence, previous sexual history, or what the person is wearing.
- ▶ You have the right to change your mind and stop anytime for any reason during sexual activity.



How to report sexual harassment

- ▶ In every camp it will be posted that sexual harassment is reported to:
 - ▶ SAFE people – posted on camp bulletin board
 - ▶ Crew boss
 - ▶ Supervisor
 - ▶ Cook
 - ▶ Safety coordinator
 - ▶ Rita at the office: (250)983-5500
 - ▶ Sunshine Borsato- Health and Safety Resource: (250)983-9300
- ▶ These people are all trained, represent workers and management, comprised of both men and women
- ▶ Look for a person who may be scared to report – someone who is withdrawn, has changed behavior, is keeping a secret/embarrassed. These people may need your help and support.



If a case is reported ...

- ▶ Anyone who reports will be supported – the company objective is to be fair and consistent to learn what happened and prevent it from reoccurring – men or women reporting, supervisor or planter, it does not matter, every report is the same and must be treated that way
- ▶ Respond immediately by initiating an investigation – collect exact information, evidence like photos/video, or witness statements
- ▶ Separate the accused and the accuser so they are not required to interact until after the investigation.
- ▶ Determine the results of the investigation and respond swiftly and consistently following company policy and procedures.
- ▶ Confidentiality will be maintained during the investigative process.
- ▶ If there is any suggestion a criminal act occurred, the investigation will be immediately ceased and the police will be required to intervene.



Disciplinary action guidelines

Examples of sexual harassment/harassment type behavior	Warranted discipline examples
Unnecessary gender based comments/association or noises like whistling or cat calls	Verbal to written discipline
Repeated offenses from the first (above) example or multiple reports, sexual jokes or comments	Written to suspension discipline
Sexual anecdotes/descriptions of sexual acts. Sexually explicit or derogatory stories and comments usually describing fictitious people or those not working for the company	Suspension to termination
Sexual touching, pressure for sexual contact or sexually suggestive comments directed specifically at the affected individual	Termination



Defining our respectful community

- ▶ We depend upon our workforce to define ways to identify RESPECTFUL workplaces and communicate ways to encourage a healthy community – they may look like this:
 - ▶ A place where people feel good going to work
 - ▶ A place where we support one another to feel good about our day and ourselves
 - ▶ A place where we encourage each other to be the best version of ourselves
 - ▶ A place where we value opinions and ideas and enjoy each other's stories and jokes – we do not feel uncomfortable
 - ▶ A place where healthy romances can develop from healthy friendships and consenting mature people

