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WHAT IS HARASSMENT?

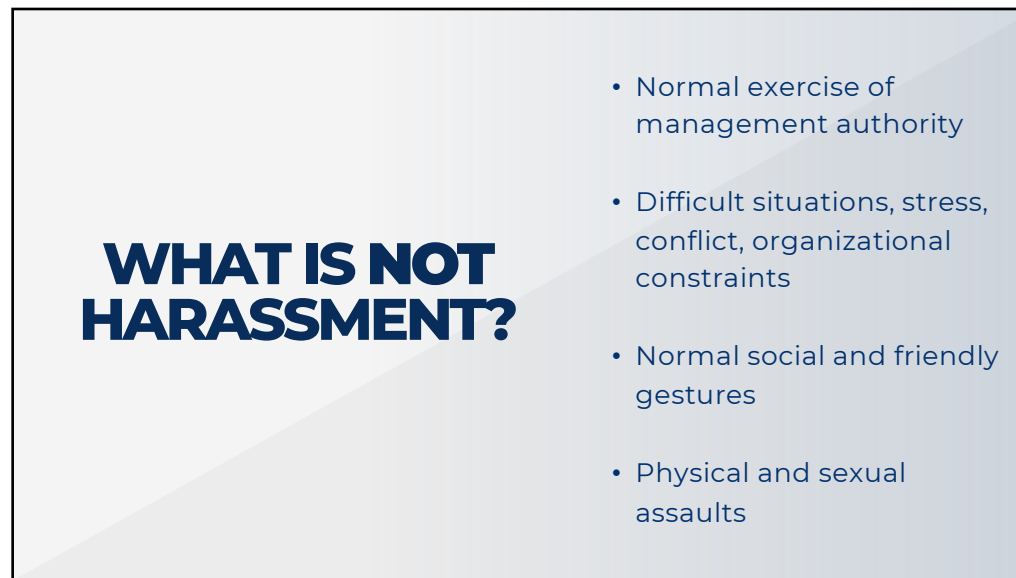
What is and isn't harassment?
How do we define harassment?

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EXAMPLES OF HARASSMENT

Yelling, interrupting,
or threatening

Assigning demeaning
or belittling tasks

Unwanted sexual
advances

Rude, degrading,
or offensive
remarks

Contravening the
*Canadian Human
Rights Act*

Mocking,
destabilizing

Gossip, rumours,
and ridicule

Setting someone
up for failure

Name-calling

Intimidating gestures

Isolating

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A POISONED ENVIRONMENT

Comments or behaviours create a
hostile or offensive environment



*Yelling at no one
in particular*



*Pounding table
in frustration*



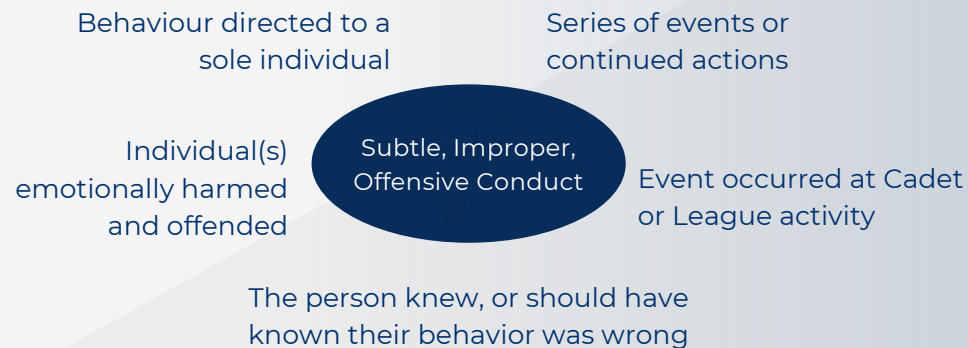
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DID HARASSMENT OCCUR?




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DID HARASSMENT OCCUR?



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SITUATIONS YOU MIGHT ENCOUNTER

Examples of what you may encounter

How to handle these situations

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SCENARIOS

Delivering on Commitments

Reflect:

What do you think?

How would you feel?

What would you do?

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SCENARIOS

Difficult Meetings

Reflect:

What do you think?

How would you feel?

What would you do?



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SCENARIOS

Third-Party Interactions

Reflect:

What do you think?

How would you feel?

What would you do?



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REPORTING HARASSMENT

REPORT WHEN...

- ... you are not comfortable contacting the individual
- ... you haven't been able to contact the individual
- ... the individual has not stopped the offending behaviour

REPORT BY...

- ... submitting the complaint to your Applicable Authority
- ... making the complaint in writing using the form provided

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WHAT HAPPENS NEXT?

- Complaints are held in strict confidence, and information is disclosed on a "need-to-know basis"
- Investigations will be conducted promptly and include:
 - appointing an unbiased investigator
 - reviewing available documentation
 - interviewing involved parties and witnesses
- The investigator's report will be used to take the necessary steps to ultimately resolve the matter

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ARE WE "OUTLAWING" FUN?

NO!

BUT...

- Know your audience
- Avoid "prohibited grounds"
- Be thoughtful of what you say and do



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THINGS TO KEEP IN MIND

- Consider your audience, environment and your actions before doing or saying something
- Know when to report and stop harassment
- Remember that constructive criticism, regular use of management authority
- Harassment comes in many forms, and no two cases may be alike

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TRAINING SUMMARY

What you should know now...

- ... what harassment is...
- ... what is NOT classified as harassment...
- ... what a poisoned environment is...
- ... possible situations you may encounter, and what to do...
- ... steps to take if you see, or are the target of harassment...

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HARASSMENT AWARENESS

*A presentation for members of
the Air Cadet League of Canada*



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