



SYMPOSIUM
**Collaborating to
Prevent & Respond
to Harassment &
Violence at Work**

PROGRAM
SEPT. 16 & 17, 2024

PROGRAM

Monday September 16, 2024

7:00 pm	● Opening Panel
9:00 pm	NAVIGATING NEW NORMS: THE IMPLICATIONS OF RATIFYING ILO CONVENTION 190 FOR CANADA (English with French interpretation) <i>Opus 1 (Plenary)</i> Moderator: Pierre Lefebvre
	Panelists
	John Beckett, CRSP, MBA Leader in Safety, Training and Operations
	Siobhán Vipond Executive Vice President Canadian Labour Congress
	Chidi King Branch Chief, Gender, Equality, Diversity, and Inclusion International Labour Organization
	Danijela Hong Director General, Workplace Directorate Labour Program

Tuesday September 17, 2024

8:00 am	● Registration & Breakfast
9:00 am	<i>Foyer Opus</i>
9:00 am	● Welcome & Opening Remarks (English with French interpretation) <i>Opus 1 (Plenary)</i> Dr. Adriana Berlingieri, PhD Academic Research Associate Centre for Research & Education on Violence Against Women & Children, Western University
9:20 am	● Survivor Panel
10:30 am	SHARING LIVED EXPERIENCES OF HARASSMENT AND VIOLENCE AT WORK (English with French interpretation) <i>Opus 1 (Plenary)</i> Moderator: Myriam Dupéré
	Panelists
	Julie Lamothe, J.D Lawyer Lamothe Law
	Bonnie Robichaud Author of <i>It Should Be Easy to Fix</i>

Tuesday September 17, 2024

10:30 am ● **Refreshment Break**

11:00 am *Foyer Opus*

11:00 am ● **Presentation**

12:00 pm

ADDRESSING VIOLENCE AND HARASSMENT IN A WORK HEALTH AND SAFETY FRAMEWORK: LESSONS FROM BELGIUM, AUSTRALIA AND CANADA ABOUT INCLUSIVENESS, GENDER-RESPONSIVENESS AND INTEGRATION OF ACCESS TO REMEDIES
(French with English interpretation)

Opus 1 (Plenary)

Dr. Rachel Cox, PhD

Professor
Department of Legal Science
Université du Québec à Montréal (UQAM)

Around the world, work health and safety (WHS) regimes increasingly mandate primary prevention of violence and harassment rather than merely relying on responses to individual incidents of violence and harassment. Similarly, with respect to sexual harassment, in recent years, the shortcomings of complaints-based anti-discrimination regimes have been exposed; several countries have turned to WHS regimes with the expectation that primary prevention measures will offer workers better protection from sexual harassment.

Within WHS regimes, sexual harassment can be framed as a distinct category of risk, a psychosocial hazard, or a form of violence and harassment. Comparing the various approaches, I examine the legal architecture for prevention of sexual harassment under the WHS regimes of Belgium, Australia, and Canada (federal law) according to three criteria drawn from key aspects of the ILO Violence and Harassment Convention: inclusiveness

(personal scope of the legislation), gender-responsiveness, and integration of prevention and remedies for targets of harassment.

Australia's regime stands out as the most gender-responsive, while Belgium's regime integrates early-intervention strategies with recourse for targets. Both regimes include workers regardless of their contractual arrangements, and both address sexual harassment as a psychosocial risk. Canada's regime only covers employees and thus is the least inclusive. It incorporates sexual harassment into general violence and harassment prevention where it receives little attention. I conclude that whether sexual harassment is framed as a separate category of risk, a psychosocial hazard, or a form of violence and harassment, assessment of the specific risk factors for sexual harassment is an important feature of a gender-responsive approach to prevention of violence and harassment.

12:00 pm ● **Lunch Break**

1:00 pm *Foyer Opus*

1:00 pm ● **Presentation**

1:50 pm

MEASURING AND ADDRESSING THE IMPACT OF INTIMATE PARTNER VIOLENCE ON CANADIAN WORKPLACES
(English with French interpretation)

Opus 1 (Plenary)

Dr. Audra Bowlus, PhD

Professor, Department of Economics
Western University

Intimate partner violence (IPV) is a health and safety issue, a workplace issue, and an employer responsibility. When workers experience and/or perpetrate IPV it can lead to tardiness, absenteeism, presenteeism, and job turnover

Dr. Leah Ringwald

Associate Director, Human Capital,
The Conference Board of Canada

resulting in substantial hidden costs for workplaces. The costs of IPV to individual workplaces can be measured with a lost days of labor productivity scale. Research using this scale in South and Central America and Africa has

Tuesday September 17, 2024

demonstrated that companies face substantial costs due to IPV. Calculating these hidden costs raises awareness and can motivate business leaders to address IPV through training and support programs. In particular, managerial training programs grounded in an equitable management approach have been shown to result in substantial cost savings and enhance the overall work environment. With funding from Social Sciences and Humanities Research Council (SSHRC), researchers at Western University in collaboration with the Conference Board of Canada are working with Canadian employers to uncover the hidden financial costs of IPV. These researchers are using a survey to measure the costs incurred by IPV, considering factors

like lateness, absenteeism and presenteeism. The survey has been piloted demonstrating the survey's applicability in the Canadian context and revealing substantial hidden costs of IPV to a Canadian employer. Further, the researchers are developing a core curriculum tailored for managers to address IPV in the workplace, mitigate associated costs, and support employees. Finally, an evaluation framework is under development to determine the effectiveness of the training in mitigating the costs of IPV. The overall goal is to demonstrate that by proactively addressing IPV, workplaces can benefit financially and improve employee wellbeing and satisfaction?

WORKPLACE HARASSMENT AND VIOLENCE AGAINST 2SLGBTQIA+ POPULATIONS: PERPETUATING GENDER-BASED VIOLENCE THROUGH MICROAGGRESSIONS

(English only)

Beethoven

Dr. Christine Wildman, PhD

Research & Knowledge Mobilization Specialist

Centre for Research & Education on Violence Against Women & Children, Western University

Microaggressions and the assumption of heterosexuality and binary gender norms in the workplace constitute forms of gender-based violence (GBV). These behaviours are often subtle and unintentional, but significantly impact the well-being and productivity of employees who do not conform to traditional gender norms and heterosexuality. Microaggressions include invasive personal questions, assumptions about gender and gender roles, misgendering, and making inappropriate jokes or comments targeting someone's gender identity or sexual orientation. The workplace, much like society, often operates under the assumption that everyone is heterosexual and cisgender (meaning everyone is straight and identifies as the gender they were assigned at birth). This can manifest in language and communication

that assumes heterosexuality, forms and documents that provide only "male" and "female" options, and workplace policies that do not adequately accommodate 2SLGBTQIA+ employees. These microaggressions and assumptions can lead to significant impacts on employees. During the session we will discuss some of these impacts, and step's organizations can take to create more inclusive and supportive workplaces. To illustrate the concepts discussed in this session, participants will engage in an interactive game called "Microaggression Jenga". The exercise simulates the cumulative effects of microaggressive experiences. By understanding and addressing these issues, workplaces can reduce gender-based violence and foster an inclusive and supportive environment for all employees.

LES OUTILS INNOVANTS POUR MENER À BIEN L'ÉVALUATION DES RISQUES DE HARCÈLEMENT ET DE VIOLENCE EN MILIEU DE TRAVAIL

(French only)

Tchaikovsky

Pascale Leroy, LL.B

Lawyer

Climat Legal

Depuis janvier 2021, toutes les organisations sous réglementation fédérale doivent mener une évaluation des risques de harcèlement et de violence dans leur milieu de travail pour se conformer au Règlement sur la prévention du harcèlement et de la violence au travail. Dès lors, le développement de nouveaux outils se fait sentir pour appuyer les organisations dans la mise en

œuvre de ce processus d'évaluation. Cette présentation passera en revue les outils existants développés au niveau international pour l'évaluation des risques ainsi que les solutions innovantes. Elle mettra en évidence les meilleures pratiques, identifiera les lacunes et la manière dont ces outils peuvent être adaptés efficacement pour répondre aux besoins des organisations.

Tuesday September 17, 2024

2:00 pm
2:50 pm**Workshops****UNIONS AT THE FOREFRONT: ELIMINATING VIOLENCE AND HARASSMENT IN THE WORLD OF WORK**
(English with French interpretation)*Opus 1 (Plenary)***Vicky Smallman**National Director
Human Rights Department
Canadian Labour Congress

All workers have the right to a world of work free from harassment and violence. This session sheds light on the pivotal role of unions in addressing this pervasive issue. Backed by recent research revealing alarming statistics - 7 in 10 workers have experience violence and harassment - conducted by the Canadian Labour Congress in collaboration with Western University, this session delves into what's currently working, and what we know needs to be improved. The session will begin with an exploration of

Mélanie StaffordNational Representative
Harassment and Violence Initiative
Canadian Labour Congress

the historical efforts of unions in advocating for workplace safety, followed by a discussion of recent initiatives aimed at eliminating violence and harassment in the world of work. Participants will have the opportunity to engage in a Q&A session, providing a platform for dialogue and exchange of ideas. The session concludes with a forward-looking perspective, charting the roadmap for future endeavors in ensuring safe and respectful workplaces for all.

ORGANIZATIONAL PRACTICES: A MEANS TO HARASS, RETALIATE AGAINST, AND SILENCE WORKERS
(English only)*Beethoven***Dr. Adriana Berlingieri, PhD**Academic Research Associate
Centre for Research & Education on Violence Against Women & Children, Western University

Harassment and violence continues to be a pervasive problem in Canadian workplaces. This presentation draws from empirical findings from a 2022 mixed-methods Canadian study and examines the ways in which organizational practices are used to harass, retaliate against, and silence workers. It does so by engaging with critical research in the fields of practice-based organizational studies and worker voice/silence. The practice-based perspective views practices not as neutral but as social elements focusing on how they are designed and used within organizations. It allows an examination of how organizational practices can be used not only to counter harassment (e.g., policies, training) but also to engage in the harassing process (e.g., performance appraisals, scheduling of shifts, investigations). For

groups of workers who are at greater risk due to their social location (e.g., gender, race, age, etc.) and/or their employment status, the personal, employment, and social risks and impacts, including the increased exposure to forms of harassment, of exercising voice are magnified. An empirical understanding of how individual and group voice are obstructed and facilitated by formal and informal organizational and broader institutional practices (e.g., legislation) is needed. This is particularly important in the Canadian context where national and subnational occupational health and safety legislative frameworks rely on a system of individual reporting. It also has profound implications for how organizational and institutional practices are designed, used, and enforced.

UNDERSTANDING THE BARRIERS TO BYSTANDER INTERVENTION
(English only)*Tchaikovsky***Dr. Alexa Clerke, PhD**Research & Knowledge Mobilization Specialist
Centre for Research & Education on Violence Against Women & Children, Western University

Tuesday September 17, 2024

Bystander training is a key component of intervention strategies used by employers and unions to address harassment and violence at work. However, for this training to be effective, it needs to consider and address the reasons why bystanders might choose not to intervene when faced with situations of harassment and violence at work. The Decision Model of Helping is a social psychological model which outlines five decisions required for bystanders to intervene, including noticing the incident and knowing how to help. These decisions can be either unconscious or conscious and are progressive, meaning

that if an early decision blocks the bystander from intervening, they will not help regardless of the decisions they may have made at later stages. This presentation will include a discussion of 1) the five interrelated and cumulative decisions in the Decision Model of Helping and 2) how understanding the psychological processes of bystanders can strengthen bystander training to better prevent and address harassment and violence at work. Other individual and contextual factors for why bystanders may not intervene will also be discussed.

2:50 pm

Refreshment Break

3:15 pm

Foyer Opus

3:15 pm

Workshops

4:15 pm

DEEFAKE NUDES, SEXTORTION, DIGITAL HARASSMENT, AND MORE: WHAT YOU NEED TO KNOW ABOUT TECH-FACILITATED SEXUAL VIOLENCE

(English with French interpretation)

Opus 1 (Plenary)

Dr. Kaitlynn Mendes, PhD

Professor

Department of Sociology Western University

Digital technologies like smartphones and computers are without-a-doubt, important tools in our lives. We use them for work, to socialize, to find information, to find our way around, and for entertainment. Although there are many benefits of tech, they have also introduced a range of new harms, particularly for women, non-binary, and trans folks. The United Nations Human Rights Council (2018) has argued that digital technologies and the various forms of violence, harms, and risks they enable are one of the leading global causes of gender inequality.

This presentation will introduce the audience to a new term - tech-facilitated sexual violence (TFSV) which addresses how many of these harms are highly gendered and sexualized. The presentation will not only explain what TFSV is, and what it looks like, but how it negatively impacts people. The talk will also go over laws relating to TFSV, tech-options that could be used to support survivors, and discuss the importance of having workplace policies to address these harmful practices.

4:15 pm

Closing Remarks

(English with French interpretation)

4:30 pm

Opus 1 (Plenary)

Barb MacQuarrie, OOnt

Community Director

Centre for Research & Education on Violence Against Women & Children, Western University