

## Learning & Development Session

### Conducting Workplace Risk Assessments for Sexual Harassment



#### Description

This session is designed as a collaborative effort to equip employer and union representatives with practical tools for conducting risk assessments aimed at preventing harassment and violence, focusing on federally regulated workplaces. For this session, we seek to foster a sense of shared understanding of sexual harassment, its various forms, and the practical tools necessary for risk assessment to safeguard work environments. We will explore the common and specific risk factors in different workplace settings and how they can be prevented with the involvement of all parties including human resources, equity and diversity teams, occupational health and safety representatives, and union representatives. We will focus on five practical steps in your workplaces to implement risk assessment and prevent sexual harassment.



#### Facilitator: Jane Pillinger (PhD)

Jane Pillinger (PhD) has an academic, research and teaching background in social policy and is a global expert on ending gender-based violence at work. She has given policy advice to social partners, companies, employers, governments, and European and international organizations, including the European Commission, the ILO and UN Women. Between 2016 and 2019, she was a lead expert supporting the ILO negotiations for the ILO Violence and Harassment Convention (No.190). She is the author of five books and numerous articles on the topic, including the recent book “Stopping Gender-Based Violence in the World of Work” (Agenda Publishing, 2022). Jane is a former Specialist Advisor to the UK House of Commons Select Committee on Employment, a former Visiting Professor in Gender Studies at the London School of Economics, and a Senior Research Fellow in the Department of Criminology and Social Policy at the Open University, UK. Jane has advised many companies and organizations across the world about the role of policies and risk assessment frameworks to end sexual harassment and address the workplace effects of domestic violence. Jane lives in France.

#### Presenter: Pascale Lanctôt-Leroy (LL.B)

*Presentation topic:* The role of workplace assessments in the Canada Labour Code as a key preventative practice.

Me Pascale Lanctôt-Leroy is the founder of Climat Légal. She is a senior investigator, designated recipient, ombuds and trainer in several fields, including psychological and sexual harassment, diversity and inclusion, discrimination and organizational and relational conflicts. She specializes in the trauma approach in investigations and combines the latest legal, psychological and sociological developments in the field of workplace investigations and human relations. Pascale has advised several federal organizations on risk assessment frameworks to end harassment and violence, notably by developing tools and resources for the Treasury Board of Canada Secretariat.



Western

Centre for Research & Education on  
Violence Against Women & Children

**RESPECT**  
*at Work*



## Who Should Attend?

This online facilitated session is designed for those responsible for identifying and mitigating risks and conducting workplace risk assessments for harassment and violence.

Number of participants per session: 25



## Duration

Approximately 3.5 hours



## Virtual Platform

Platform: Zoom



**Western**

Centre for Research & Education on  
Violence Against Women & Children

**RESPECT**  
*at Work*