

RESPECT
at Work · au travail



Western

Centre for Research & Education on
Violence Against Women & Children

Centre de recherche et d'éducation sur la
violence contre les femmes et les enfants

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: Dr. Jane Pillinger, PhD
	Panelists
	John Beckett, CRSP, MBA Leader in Safety, Training and Operations
	Chidi King Branch Chief, Gender, Equality, Diversity, and Inclusion International Labour Organization
	Siobhán Vipond Executive Vice President Canadian Labour Congress
	Representative (TBD) Labour Program (ESDC) Government of Canada

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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>
	Panelists
	Julie Lamothe, J.D Lawyer Lamothe Law
	Bonnie Robichaud Author of <i>It Should Be Easy to Fix</i>

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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 ● **Workshops**

1:50 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,

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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.

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.

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

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.

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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.

LE PROJET DE LOI C-65 : SURVOL DE LA JURISPRUDENCE ET DÉVELOPPEMENTS RÉCENTS

(French only)

*Tchaikovsky***Pascale Leroy, LL.B**Lawyer
Climat Legal

L'adoption du projet de loi C-65 a instauré un nouveau cadre juridique pour prévenir le harcèlement et la violence, y compris le harcèlement sexuel, dans les milieux de travail sous compétence fédérale. Cette présentation examinera l'évolution de ce cadre et de la jurisprudence pertinente

depuis sa mise en œuvre. Nous discuterons également de la manière dont ce cadre interagit et s'intègre avec les autres protections offertes en vertu des lois fédérales, telles que la Loi canadienne sur les droits de la personne.

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.

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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.

2:50 pm ● **Refreshment Break**

3:15 pm *Foyer Opus*

3:15 pm ● **Presentation**

4:15 pm

PREVENTING GENDER-BASED VIOLENCE AND HARASSMENT IN THE WORLD OF WORK
(English with French interpretation)

Opus 1 (Plenary)

Dr. Jane Pillinger, PhD
Researcher & Policy Advisor

Researcher & Policy Advisor With rising levels of violence and harassment at work, the presentation will discuss new thinking on strategies to prevent gender-based violence and harassment in the world of work, setting it in the context of the ILO Violence and Harassment Convention No.190, adopted five years ago. Key issues to be discussed include the need for new approaches to preventing gender-based violence and harassment, delving into the essential role of legal frameworks, highlighting employers' obligations to assess and prevent psychosocial hazards and risks, implementing gender-responsive risk assessment procedures, and ensuring active trade union participation and women's representation and participation in these processes. Furthermore, the presentation will explore strategies for preventing gender-based violence and harassment by

asking the following questions. How can risk assessments effectively integrate measures to prevent gender-based violence and harassment and take account of gendered working conditions and the organisation of work and gender norms and power imbalances in the workplace? What strategies are needed to prevent third-party violence and harassment and to address domestic violence when it impacts the workplace? How can an exploration of multiple and intersecting social identities inform strategies that target workers who are disproportionately affected by gender-based violence and harassment? How can the prevention of gender-based violence and harassment be integrated into workplace policies and collective bargaining agreements? What can inform future actions that can be adopted by policy-makers, employers, and trade unions?

4:15 pm ● **Closing Remarks**

4:30 pm (English with French interpretation)

Opus 1 (Plenary)

Dr. Adriana Berlingieri, PhD
Academic Research Associate
Centre for Research & Education on Violence Against Women & Children, Western University