
TABLE OF CONTENTS

The Reason for this Guide	vii
How to Use this Guide	vii
SECTION 1: Talking About Harassment	1
• What is Harassment?	2
• What is a Workplace?	3
• What is Workplace Harassment?	4
• Your Right to a Safe Work Environment	5
• Is Workplace Harassment Against the Law?	6
• Is This Harassment?	7
• What Does the Harasser Think He is Doing?	8
• What Does the Law Say Harassment is?	8
• Is Harassment the Same as Discrimination?	9
• What Should I Do?	9
SECTION 2: Personal Remedies	11
• Talk to Someone	12
• Get Information	12
• Record Every Incident in Detail	13
• Keep Records of Your Job Performance	14
• Speak Clearly to the Harasser	14
• Write to the Harasser	15
• Try Other Informal Actions	16
SECTION 3: Workplace Remedies	19
• Talk to Someone in Authority	20
• Talk with a Co-worker Support or Education Group	21
• Look for Help from your Union	22
• Use the Workplace Harassment Policy in Your Organization	25
• Use Other Workplace Remedies	31
• Tips on Writing a Complaint	32
• What is the Best Way to Express My Complaint	33
SECTION 4: Legal Remedies	35
• Lawyers	36
• The Human Rights Commission	39
• The Ontario Human Rights Code and Harassment	39
• Suing the Harasser	46
• Health and Safety Legislation	47

• Trespass Legislation	50
• Criminal Charges	51
SECTION 5: Financial Support	55
• Unemployment Insurance (UI)	56
• Social Assistance (Welfare)	57
• Paid Leave of Absence	57
• Criminal Injuries Compensation	58
• Workers' Compensation	58
SECTION 6: Taking Care Of Yourself	63
• How Might the People Around Me React?	66
• How Can I Take Care of Myself?	68
• Helping Yourself Day by Day	68
• Counselling	68
• Your Family Doctor	69
• Support Networks	69
• Changing Jobs or Careers	70
SECTION 7: Organizing For Change	71
• Working Group of the Women's Action Centre	72
• The Ontario Network for Human Rights	73
• The Workplace Harassment Action Taskforce (WHAT)	73
CONCLUSION	75
SECTION 8: Resources	77
• Province-wide Services (including Government Agencies) ..	79
• Regional Services	82
• Northern Ontario	82
• Southeastern Ontario	87
• Metro Toronto	90
• Southwestern Ontario	95
• Publications	102
• Audio-visual Resources	103