

HReview

Seminar Series

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Please join us at our next **HReview Webinar**:

Preventing and Responding to a Workplace Sexual Harassment Complaint ~ Practical Guidance for Employers

According to a 2020 Statistics Canada survey, 47% of women and 31% of men reported being the subject of some form of harassment or sexual assault in the workplace. Workers aged 15 to 24 reported the highest rates, with more than half of women reporting the incident involved a co-worker (including a boss) and 13% reporting a client or customer. *Moral of this story...* even the most diligent employer is not insulated from the actions of a rogue or unchecked employee, senior officer, client or customer.

Join us as we discuss:

- 1. Employer Legal Obligations**
 - What is (and is not) “harassment” under human rights and health and safety legislation?
 - What must be included in a workplace harassment and violence policy and program?
 - Risks of non-compliance: human rights damages, OHS/A order, civil liability, reputational harm
- 2. Prevention Strategies**
 - Recognizing high risk environments and situations
 - Employee and supervisor training
 - How to address virtual or off-duty harassment
 - Progressive discipline
- 3. Responding to a Complaint**
 - Reporting mechanisms and employer responsibilities
 - Maintaining confidentiality and avoiding retaliation
 - When and how to investigate
 - Internal vs. external investigator considerations
- 4. Corrective Action and Remedial Measures**
 - Post-investigation discipline
 - Returning parties to the workplace

Date: Wednesday, June 3, 2026: 9:00 a.m. – 10:30 a.m. EST
Webinar: Via Zoom (registrants will receive a Zoom link the day before the webinar)
Cost: Complimentary
Register: By Monday, May 25, 2026, [HERE](#)