



SEXUAL HARASSMENT IN THE WORKPLACE (SHIW) PROJECT

ABOUT THE SHIW PROJECT

- The SHIW Project exists through funding from the Department of Justice Canada to address the persistent issue of sexual harassment in the workplace.
- Community Legal Clinics throughout Ontario are working to reduce sexual harassment in the workplace and improve access to justice.
- Community Legal Clinics are staffed by lawyers, paralegals, support staff, social workers, community legal workers and Indigenous Justice Coordinators.
- Language interpretation services can be provided if required.

GOALS OF THE PROJECT

- Awareness – Increasing public awareness around laws against SHIW
- Education – Providing public legal education to workers and community organizations
- Advice – Providing free legal advice to individuals on SHIW

CONTACT US

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SHIW Project Coordinator

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**WATERLOO REGION COMMUNITY
LEGAL SERVICES**

Office: 519-743-0254

Fax: 519-743-1588

Web Contact Form: ww.wrcls.ca

**Sexual harassment in
the workplace is against
the law. All workers
have the right to a
workplace where they
feel both emotionally
and physically safe.**

OTHER RESOURCES

STEPS TO JUSTICE

Reliable and practical information about legal problems.

Visit www.stepstojustice.ca

SEXUAL ASSAULT SUPPORT CENTRE

Visit www.sascwr.org or Call the 24 Hour Support Line 519-741-8633.

SEXUAL HARASSMENT & RESOURCE EXCHANGE (SHARE) TEAM

Human Rights Legal Right Support Centre. Call at 1-866-625-5179 or via TTY at 1-866 612-8627.



AWARENESS

Did you know:

- 43% of women and 12% of men have been sexually harassed in the workplace
- Your employer has to protect you from sexual harassment by coworkers and customers
- All employers in Ontario are required to have a harassment policy



EDUCATION

- Are you a young worker, newcomer to Canada, a woman working in a non-traditional field, a low-income employee or an organization that supports vulnerable workers? Learn more about your rights and responsibilities!
- WRCLS offers free in-person and virtual workshops. We will help you better understand what constitutes sexual harassment, how to best deal with complaints of sexual harassment, and what to do if you have been sexually harassed at work.
- If you would like to request a presentation, workshop, or training session for your organization, please contact us.

ADVICE



- We will provide free legal information and advice to individuals on sexual harassment in the workplace, including information and advice on human rights and other employment rights.
- We can answer questions, give legal advice and, in some cases, represent you at court or a tribunal. If we can't help, we will try to refer you to someone who can.
- For more information about the project or to access these services contact us.