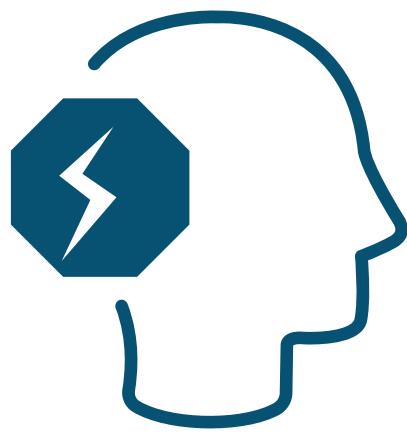


MOVING FORWARD: HARASSMENT AND DISCRIMINATION

THE PUBLIC SERVICE JOURNEY BY THE NUMBERS



RATES OF HARASSMENT AND DISCRIMINATION

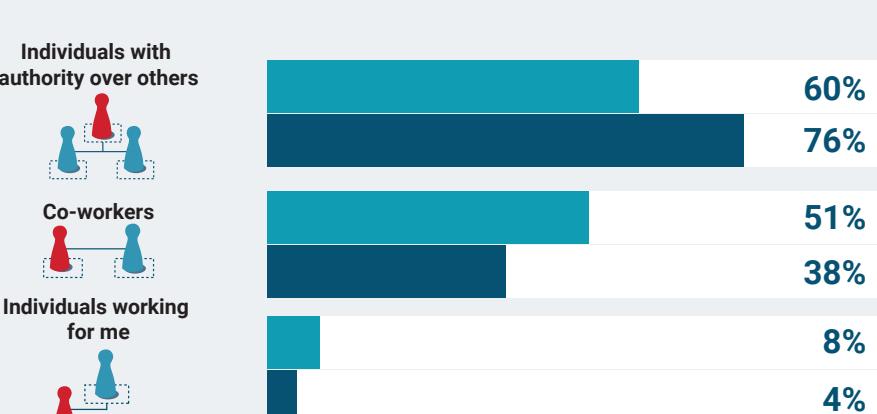
15%
(2018)14%
(2019)8%
(2018)8%
(2019)

Harassment

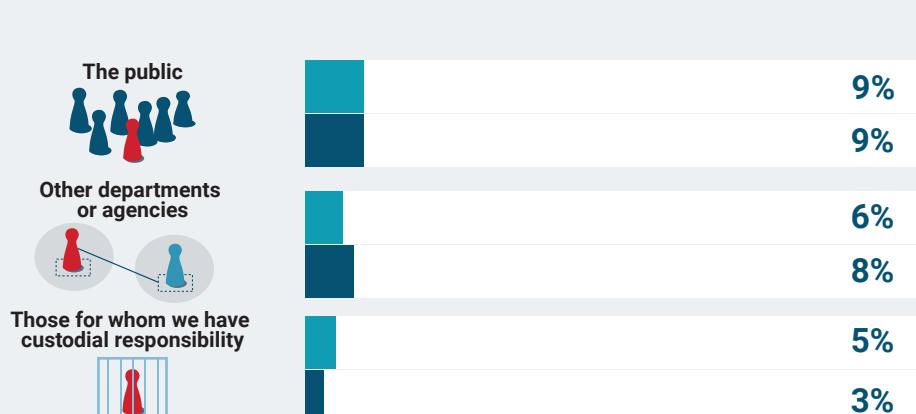
Discrimination

MAIN SOURCES OF HARASSMENT AND DISCRIMINATION

INTERNAL



EXTERNAL



WHO EXPERIENCED HARASSMENT?

14%
of respondents
experienced
harassment

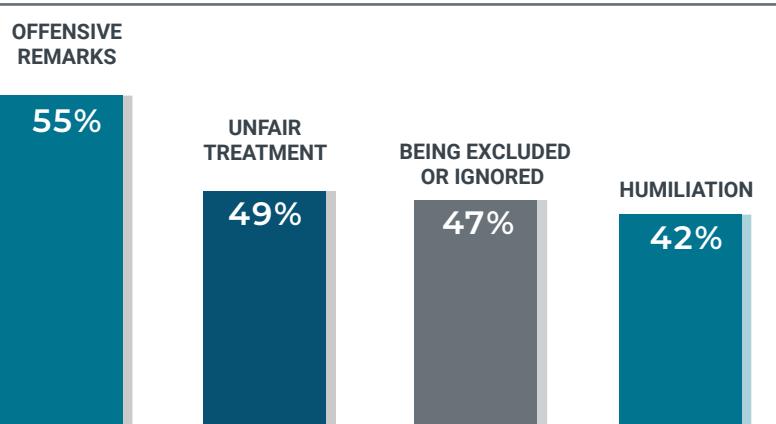
- Persons with disabilities.....29%
- Gender-diverse persons.....29%
- Security community.....26%
- Indigenous peoples.....22%
- Health care practitioners.....20%
- LGBTQ2+.....17%

WHO EXPERIENCED DISCRIMINATION?

8%
of respondents
experienced
discrimination

- Persons with disabilities.....23%
- Gender-diverse persons.....20%
- Security community.....16%
- Indigenous peoples.....14%
- Member of a visible minority.....12%
- LGBTQ2+.....11%

TYPE OF HARASSMENT



TYPE OF DISCRIMINATION

SEX 29%
AGE 29%
RACE 26%

Discrimination based on sex was felt most by women and gender-diverse respondents.

Age discrimination was felt most acutely by those under the age of 30 and over the age of 60.

Racial discrimination was most prevalent amongst visible minorities.

Persons with disabilities identified their disability as the primary type of discrimination they experienced.

OBSERVING HARASSMENT AND DISCRIMINATION CAN HAVE A WIDER IMPACT

18%

of respondents have witnessed harassment on the job in the past 12 months.

10%

of respondents have witnessed discrimination on the job in the past 12 months.

WHAT DOESN'T WORK?

Common elements of action plans of organizations that are not improving:



RECYCLING EXISTING TOOLS



- Out-of-date tools
- Confusion about best tools for resolving specific situations

INSUFFICIENT TRAINING



- Not enough training
- Not the right training: focus on general training instead of targeted to address specific concerns

WHAT WORKS?

Common elements of action plans of organizations that are showing improvement:



FOCUS ON WELL-BEING



- Emphasis on wellness
- Respectful workplace training
- Support for pay and compensation issues
- Recognition

SUPPORT CAREER AND LEARNING DEVELOPMENT



- Renewed commitment to learning and development
- Challenging and meaningful work for employees
- Tools for employees to do their jobs effectively
- Recruitment and development activities that actively increase social and cultural diversity

