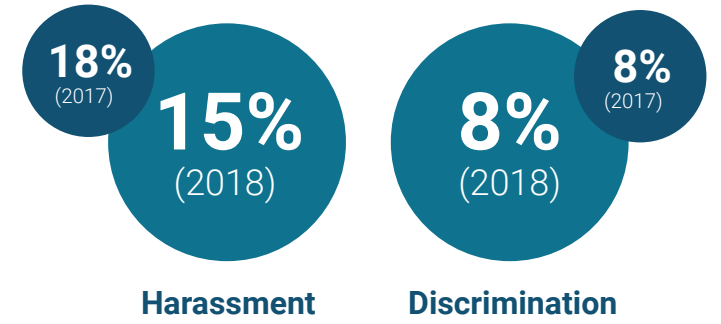


2018 Public Service Employee Survey
**MOVING FORWARD:
 HARASSMENT AND DISCRIMINATION**
 THE PUBLIC SERVICE JOURNEY BY THE NUMBERS



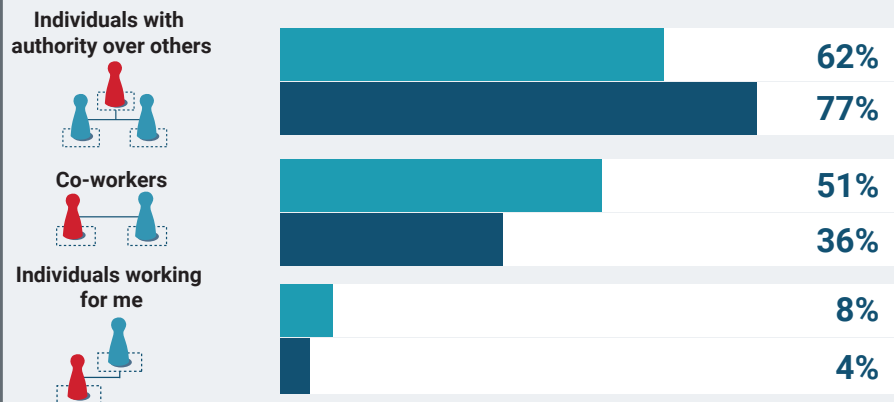
RATES OF HARASSMENT AND DISCRIMINATION



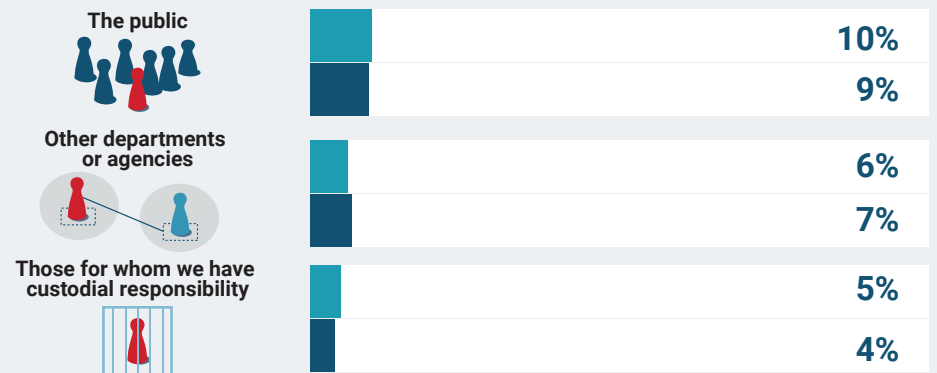
2018: Over last 12 months
 2017: Over last 24 months

MAIN SOURCES OF HARASSMENT AND DISCRIMINATION

INTERNAL

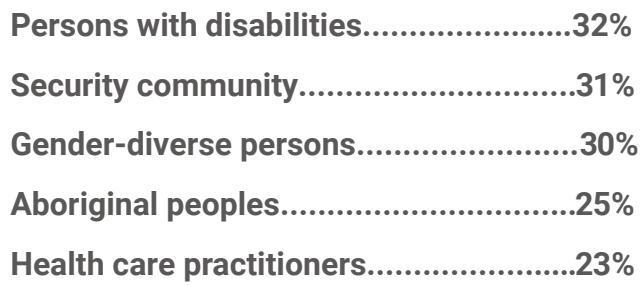


EXTERNAL



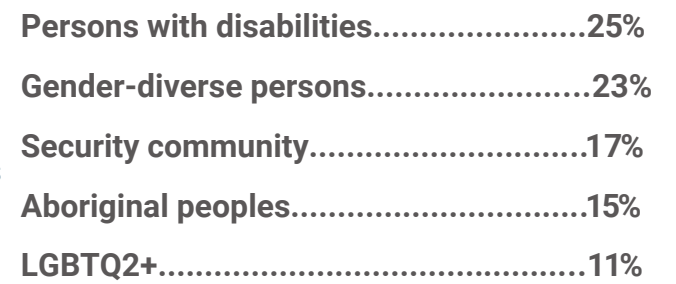
WHO EXPERIENCED HARASSMENT?

15%
 of respondents experienced harassment

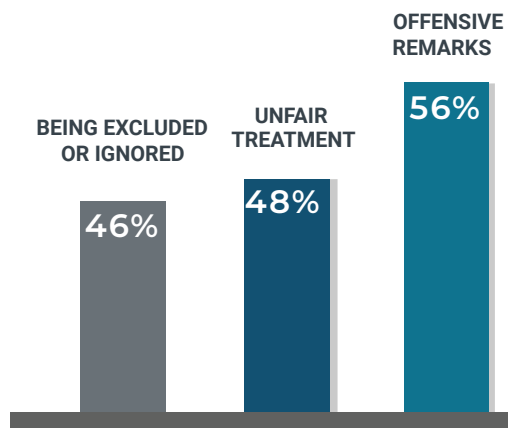


WHO EXPERIENCED DISCRIMINATION?

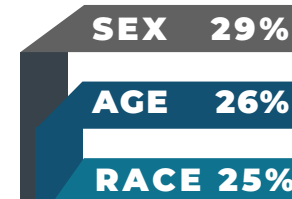
8%
 of respondents experienced discrimination



TOP THREE TYPES OF HARASSMENT



TYPE OF DISCRIMINATION



Sex-based discrimination was most prevalent among women.
 Age discrimination was most prevalent among those under 30 and over 60.
 Racial discrimination was most prevalent among visible minorities.

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

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 • Out-of-date tools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

