



## YOUR RIGHTS : SEXUAL HARASSMENT

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Ellen is the only female mechanic at her workplace. Her male co-workers are often telling sex-related jokes and there are Playboy pin-ups on the bulletin board in the lunch room. Ellen has told her co-workers that she is offended by their jokes and the pin-ups. They just laugh and tell her not to be so sensitive.

David, Rhonda's manager, has invited Rhonda out to dinner several times, but she has refused. He often tells her how attractive she is and that he wants to get to know her better. The last time Rhonda turned down his dinner invitation, David became angry and told her that she'd better be "nice" to him or she may be looking for a new job.

Ellen and Rhonda are experiencing sexual harassment and are therefore being discriminated against on the basis of sex.

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Human Rights Commission  
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[www.gov.pe.ca/humanrights](http://www.gov.pe.ca/humanrights)

### THE LAW

Sexual harassment is included under the ground of sex, and occurs most often in employment. However, the Prince Edward Island Human Rights Act prohibits sexual harassment in all of these situations:

- Employment
- Volunteering
- Offering accommodations, services or facilities to the public
- Membership in professional, business or trade associations and employee organizations
- Leasing or selling property
- Publishing, broadcasting and advertising

Sexual harassment is unwelcome conduct of a sexual nature that has a negative impact on where you work, live, or receive services. Sexual harassment can range from unwelcome comments and offensive jokes or pictures, to unwelcome physical contact and sexual assault. Sexual harassment may involve threats of adverse consequences, such as job loss if the victim attempts to end the harassment.

Victims of sexual harassment are usually women, but men may also be harassed. Sexual harassment can occur between persons of the same or opposite sex.

If you experience sexual harassment, it is important to inform the harasser that his/her behaviour is unwelcome. If the harassment occurs at work, report the harassment to a superior. The PEI Employment Standards Act requires every employer to have and post a sexual harassment policy. The policy should include procedures for reporting sexual harassment. If the harassment occurs where you rent accommodations or receive services, report the harassment to the property or business owner. In any case of sexual harassment, you may also file a complaint with the Human Rights Commission.

*Human Rights:  
It's  
Everyone's  
Business...*

*Why Not Make It  
Yours?*