

ACTING BEFORE THE STORM



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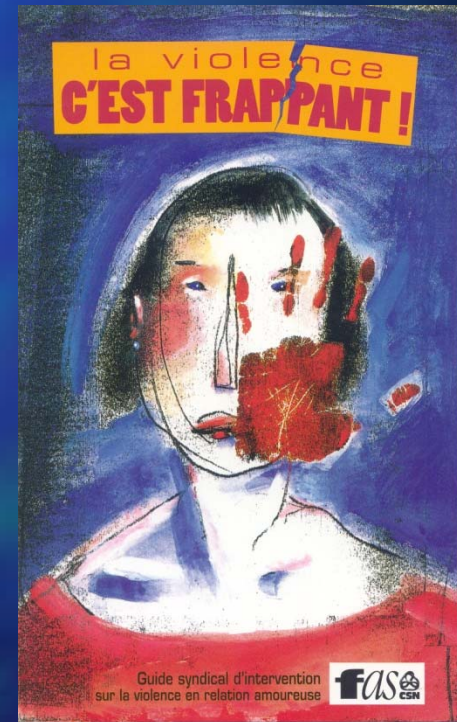
Historical Information

- **1981:** A survey shows that women are victims of sexual harassment at work
- **1984:** Congress votes a policy against sexual harassment (art. 47.2)



Historical Information

- 1988-89: Spousal Abuse Guides
- 1992 : Congress requests a policy against all forms of violence

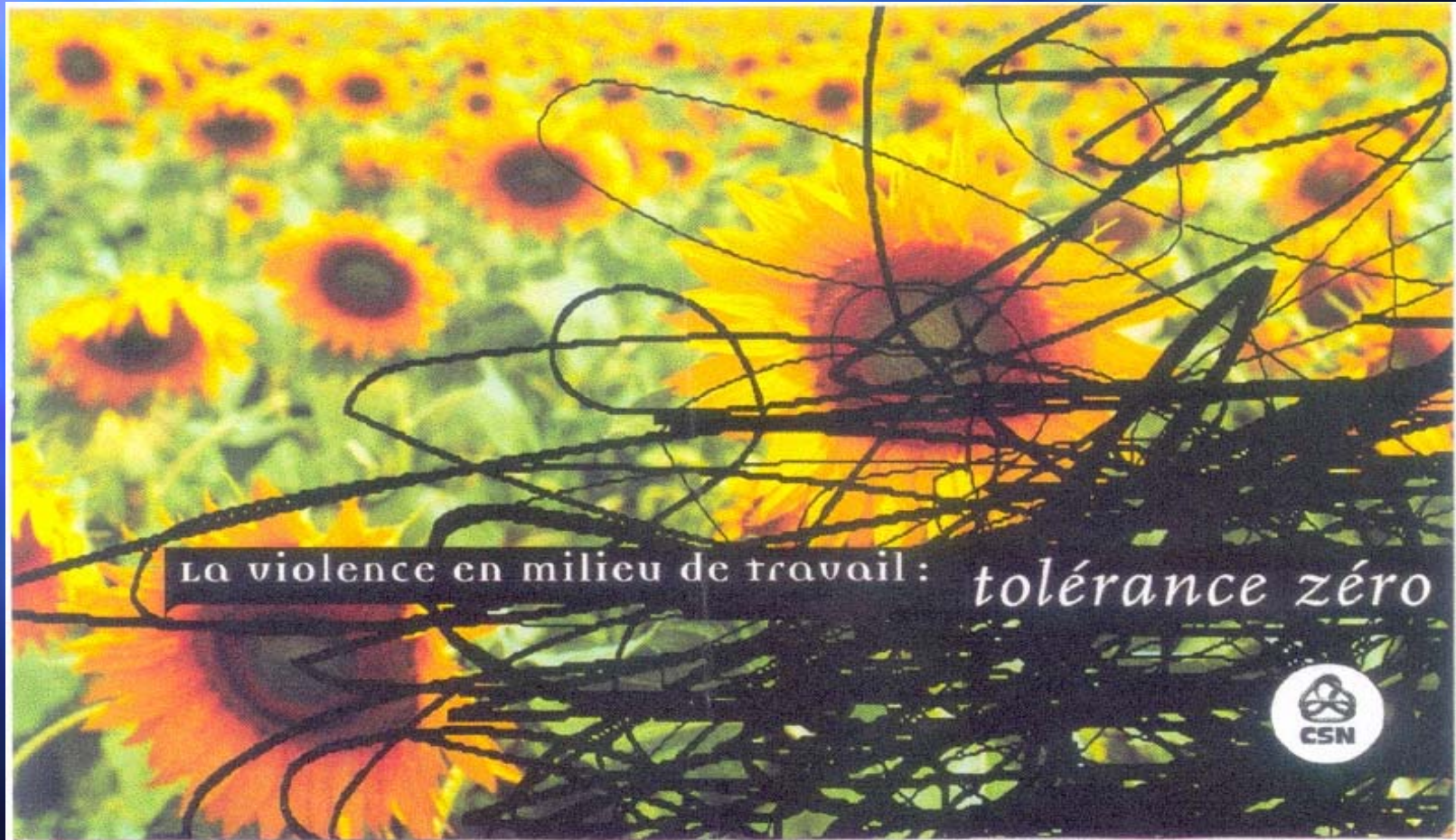




Historical Information

- **1993-96** : 2 studies from Laval University and UQAM
 - Most frequent type of violence: psychological
 - Violence exists in all types of relationships
- **1997**: Booklet titled *Violence in the Workplace: Zero tolerance*
 - Common definition of violence

Historical Information



Historical Information

2001 :

- Booklet on violence and harassment prevention in the workplace, *Acting before the Storm*
- Co-production between women's committees and OHS network
- Bestseller, 2 reprints
- Original in French

Acting before the Storm

An initiative
to prevent
violence **and**
harassment
at work



Acting before the Storm

- Definitions
- A prevention initiative based on 4 scenarios :
 - « Mobbing » a new employee
 - Sexual harassment by email
 - Racial harassment and harassment on the grounds of age
 - Violence from the patient's son
- Potential recourses



Historical Information

2003 :

- Development of a model policy on the prevention of violence and harassment at work
- 2 sections:
 - Policy to be adapted with employer
 - Fact sheets and written arguments

Historical Information

2004 : Addition in the Labour Standards Act of provisions re *psychological harassment*

- Union advisors' training
- Victims' advocacy
- Actions to modify organizational risk factors at source



An example

Harassment and violence between co-workers in a hospital kitchen

- Employer is committed to correct organizational risk factors
- Interview with 18 individuals (supervisor)
- Analysis and report: work plans, management, behaviours, etc.
- Suggested solutions: information to all and participatory initiative to resolve issues



An example (solutions)

- Steering Committee: management and union
- Working Committee: supervisor, workers, union representative
- Workers and Working Committee:
 - Prioritization of identified issues (criteria)
 - Looking for solutions (criteria)
 - Implementation
- Solutions: work hours, work plans, training on communications, etc.

Conclusion

- It is very difficult to prevent at source
 - Concept risk factors
 - Individual, cultural, **organizational**
 - Tendency to let conflicts drag on for a long time
 - Solutions that are simple but demanding : specify clearly, inform rapidly, act in consequence