



HOUSE OF COMMONS
CHAMBRE DES COMMUNES
CANADA

ANNUAL REPORT ON THE MEMBERS OF THE HOUSE OF COMMONS WORKPLACE HARASSMENT AND VIOLENCE PREVENTION POLICY 2022-2023



Introduction

Adopted by the Board of Internal Economy on January 28, 2021, the [Members of the House of Commons Workplace Harassment and Violence Prevention Policy](#) (the Policy) outlines the responsibilities of both Members of Parliament, as employers, and their employees in maintaining a healthy, safe, and respectful work environment free from harassment and violence.

The Policy applies to

- all Members of Parliament, as employers, whether acting as a Member, House Officer, or Member responsible for a research office;
- employees of Members, House Officers and research offices; and
- interns and volunteers (paid or unpaid).

This policy does not cover situations between Members, which are addressed by the *Code of Conduct for Members of the House of Commons: Sexual Harassment*.

The Policy sets out the specific duties of employers to investigate, record and report all occurrences of harassment and violence. It strengthens the focus on the prevention of harassment and violence, the timely and effective resolution of incidents, and the support to be provided to affected employees. The Policy also requires the Chief Human Resources Officer (CHRO) of the House of Commons to present an annual statistical report to the Board of Internal Economy.

The Policy and its related training and tools will be reviewed in 2024, as required by the legislation and the review cycle for the Policy.

The following pages provide a statistical overview of cases received under the Policy in the 2022–2023 fiscal year by reporting on the number (see Table 1) and nature (see Table 2) of harassment and violence occurrences and on the method used to resolve them. The report also provides information on training related to this policy.

Complaints

For the purposes of the statistical report, “complaints” include all occurrences of harassment and violence reported to the Respectful Workplace team, the entity identified in the Policy as the designated recipient. During the period covered by this report, the Office of the CHRO was informed of and resolved 13 incidents. Three of these were resolved through the negotiated resolution process; seven were resolved by other means; and two were deemed not receivable under the Policy.

Most occurrences reported to the Office of the CHRO involved third parties as the respondent (the person who is alleged to have been responsible for the occurrence), who are not considered employees of the same employer. This includes, among others, consultants working in a Member’s office, members of the public, and employees working for another Member.

The number of reported occurrences is higher than in previous years (see Table 1). This can be explained by the heightened awareness regarding the responsibilities of both Members of Parliament, as employers, and their employees to record and report occurrences of harassment and violence that followed the implementation of the Policy in January 2021 and the associated mandatory training.

Training and awareness

To achieve the objectives of the Policy, significant emphasis is placed on awareness and training. Members and their employees are informed of the policy on harassment and violence prevention and the associated training requirements as part of their onboarding. Training is offered and delivered to Members and their employees in accordance with the *Workplace Harassment and Violence Prevention Regulations* and the *Members of the House of Commons Workplace Harassment and Violence Prevention Policy*.

Over the past fiscal year, Members and their employees have participated in the training sessions outlined below.

Harassment and violence prevention for Members – in-class/virtual training program

The House Administration offers, in both official languages, a three-hour in-class session (or two-hour virtual session) on harassment and violence prevention for Members, called “Promoting a Culture of Respect.”

One session was held this year as part of onboarding activities for a new Member. All other Members had already attended the mandatory training.

Workplace harassment and violence prevention for Members' employees – online self-paced training program

A self-paced training session on harassment and violence prevention in the workplace designed specifically for Members' employees is offered in both official languages as part of the Workplace Harassment and Violence Prevention Program. This training is accessible on *Source*, the House of Commons' intranet site, and describes how to recognize, prevent and respond to workplace harassment and violence. In the period covered by this report, 838 participants completed the online training program.

Awareness

Furthermore, the House Administration offers Members, in their role as employers, and their employees various resources to support them in addressing mental health and wellness concerns and challenges. These resources include, but are not limited to, access to the Employee and Family Assistance Program, the Wellness Centre and Health Unit, and the Public Service Health Care Plan, as well as to in-house training and seminars. The House Administration is continuously reviewing its policies and the services it offers to ensure that mental health and wellness support needs are met.

Finally, information on the policy and process related to harassment and violence prevention is prominently posted on *Source* and is regularly communicated to Members and employees. Members can also supplement the information provided through these channels with additional resources and tools and may seek guidance and advice from subject-matter experts.

Michelle Laframboise

Chief Human Resources Officer
House of Commons

Reporting (2022–2023)

Table 1: Number of complaints reported over the last three fiscal years

	2020–2021	2021–2022	2022–2023
Complaints	2	8	13

Table 2: Grounds for complaint

Ground	Complaint
Abuse of authority	-
Harassment	3
Sexual harassment	4
Discrimination	1
Multiple ¹	3
Violence (including psychological violence) ²	2
Total	13

¹ Covers more than one ground.

² New ground set out by the updated regulations under Part II of the Canada Labour Code that came into effect on January 1, 2021.

Table 3: Status of respondent

Respondent	Number of complaints
Member	1
Colleague/Member's employee	4
Third party	8
Not identified	0
Total	13

Table 4: Outcome of complaints

Outcome	Abuse of authority	Harassment	Sexual harassment	Discrimination	Violence (including psychological violence)	Multiple grounds
Complaint withdrawn	-	-	-	-	-	-
Negotiated resolution	-	1	-	1	-	1
Mediation	-	-	-	-	-	-
Investigation	-	-	-	-	-	-
Resolved (other)	-	2	2	-	2	1
Non-receivable ¹	-	-	2	-	-	-
Pending (still open)	-	-	-	-	-	1
Total		3	4	1	2	3

¹ Does not meet policy criteria.

Table 5: Results of investigation

Result	Number
Substantiated	-
Partially substantiated	-
Not substantiated	-
Frivolous or in bad faith	-
Resolved before investigation was completed	-
Investigation ongoing	-
Total	