



## MEDIA ADVISORY

### **Annual Report on the House of Commons Policy on Preventing and Addressing Harassment for 2018–2019**

*Ottawa, Ontario – June 13, 2019*

The Annual Report on the *House of Commons Policy on Preventing and Addressing Harassment* for 2018–2019 is now available on [ourcommons.ca](http://ourcommons.ca).

The Chief Human Resources Officer of the House Administration is responsible for managing the implementation of the [House of Commons Policy on Preventing and Addressing Harassment](#) and reports annually with statistics on the number, nature and outcome of harassment complaints and enquiries. Reporting also covers alternate dispute resolution processes such as mediation and training for the period between April 1, 2018 and March 31, 2019.

The Board of Internal Economy adopted the policy during the 41st Parliament. It applies to Members and House Officers as employers, to their employees, and to Research Office employees. The policy framework provides access to the following:

- Finding Solutions Together, a confidential program created for informal conflict resolution. Training sessions on the program are available and have been offered to Members' employees.
- The Harassment Prevention Program focuses on increasing awareness and proactively preventing potential harassment in its earliest stages.
- An online [training session](#) entitled "Harassment Prevention in the Workplace" is available to Members, House Officers, Research Offices, and their employees. This guided training can be delivered to targeted groups anywhere in Canada, including in Ottawa and constituency offices.
- A mandatory in-class training course entitled "Strengthening a Culture of Respect – From Awareness to Action" and specifically designed for Members of the House of Commons began in 2018. The training provides an overview of what could constitute harassment in the workplace, while giving Members the chance to discuss what can be done to better prevent and address inappropriate behaviour and harassment in their work environment. The training also offers an opportunity to explore Members' responsibilities as employers and leaders in strengthening a culture of respect in the

workplace and provides tools to support them in their leadership roles. Lastly, the training serves as a forum for Members to discuss how to translate awareness of the importance of a respectful workplace into actions that will help ensure a healthy work environment.

- A new in-class training session on harassment prevention for Members' employees, piloted from January to March 2019, gives participants a better understanding of the role that employees, their supervisors and their employer play in maintaining a culture of respect in the workplace.

The Board is committed to supporting Members, House Officers, Research Offices and their employees in addressing complaints and actively promoting and maintaining a harassment-free workplace.

### **Related links**

[\*House of Commons Policy on Preventing and Addressing Harassment\*](#)

[Reports from the Administration of the House of Commons](#)

[Training session on harassment prevention in the workplace](#)

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