



**SAFER  
PLACES NB**

**Prevent Workplace  
Sexual Harassment with**

**Positive  
Conversations  
that create  
Safer Work Places**

[www.saferplacesnb.ca](http://www.saferplacesnb.ca)

**Sexual harassment in the workplace is common. It can cause enormous harm to employees and poison the entire workplace.**

It often goes unchecked. When the offensive behaviour affects employees with different sexual orientations, gender identities or gender expressions, it may not even be recognized as sexual harassment. That's because it may not fit the behavior or attitudes associated with traditional male or female gender roles.

Everyone in the workplace has the right to work without being sexually harassed. We can all be part of the positive conversation on how to prevent and address sexual harassment. This will help to create safer workplaces.



**What is sexual harassment?**

Sexual harassment is any unwelcome behaviours, actions or words which:

- are sexual in nature;
- are likely to offend or humiliate;
- relate to a person's gender, sexuality or body parts;
- are known or ought to be known to be inappropriate by the person saying them;
- are typically repeated, although there could be a single serious action.

The harassment can happen in person or electronically, such as direct message or email.

**Sexual harassment is a violation of the New Brunswick *Human Rights Act*.**

The *Act* also protects against discrimination and harassment based on characteristics such as race, colour, sex, religion, marital status, gender identity and gender expression, sexual orientation, and disability. Employers have a legal obligation to both prevent and address workplace harassment.

## **Workplace Sexual Harassment Training**

**Safer Places NB** offers **free** training geared to New Brunswick employers and employees, and across every sector. Learn how to deal with, recognize, and prevent sexual harassment in your workplace. This training has been designed to be sensitive to the issues that vulnerable employees may experience, such as members of the LGBTQI2S community.

Be part of the **positive conversation** on how to **prevent workplace sexual harassment.**

Register for a **FREE** facilitated Workplace Sexual Harassment workshop via **ZOOM**, or self-guided **online training** at:

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[www.saferplacesnb.ca](http://www.saferplacesnb.ca)

Questions? Email us at [info@saferplacesnb.ca](mailto:info@saferplacesnb.ca)

A Project of:



Public Legal Education  
and Information Service  
of New Brunswick

and



Funded by:



Department of Justice  
Canada