

Creating a Healthy Workplace, Together

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PILIRIQATIGIITTA



Access to Justice Prevention of Harassment

Gendered violence is a very prominent issue throughout Nunavut in both the workplace as well as in the domestic sphere. Almost two-thirds of police-reported victims in Nunavut were female in 2016, which is the highest percentage among the different jurisdictions in Canada. Further, 95% of victims of sexual offences are female. The issue of sexual harassment and violence in the workplace has garnered the attention of an increasingly higher number of established organizations including the territorial government.

In September 2019, LSN responded to the Department of Justice (Canada)'s call with the *Sexual Harassment in the Workplace and Gender Based Violence in Nunavut* project, a four-year commitment to raise awareness, educate and provide free legal advice to Nunavummiut.



STAKEHOLDER CONSULTATIONS

Between October 29 and November 22, the LSN consulted with a number of stakeholders consisting of various non-legal organizations in Iqaluit and Cape Dorset. A second round of consultations was held this past August with community-based organizations that service the francophone population. The goal of consultations was to solicit stakeholder support in identifying workplace harassment and barriers to employment needs of Nunavummiut. A total of 22 stakeholder consultations were held either one on one or in an open house format in both communities.

NEXT STEPS

The next step is to deliver PLEI workshops across the territory, providing related plain language tools, and to provide free summary legal advice.

In October, the LSN delivered a training to its lawyer Members on applicable legal resources and a trauma-informed approach training based on Inuit Qaujimajatuqangit principles.

The **PLEI workshops** aim to educate Nunavummiut about how to create healthy workplaces free of sexual and other forms of harassment. The PLEI workshops are divided in three modules, from which communities can choose from (one module up to all three modules). Each module is approximately 1 hour and 15 minutes.

MODULE 1: Inuit and Western approaches to creating a healthy workplace

MODULE 2: Laws that address violence and harassment in the workplace

MODULE 3: Workplace violence and harassment policies and procedures

The **free summary legal advice** will be open to all. Individuals will be able to meet privately with a lawyer to receive free legal advice about harassment and other work issues. Meetings will occur either after the workshop or by phone within 30 days after the delivery of the workshop.

First workshops by March 31, 2021

The workshops are open to anyone in the community. The LSN is targeting for the first round of workshops to be delivered by March 31, 2021. Additional dates will be determined in response to the COVID-19-related restrictions and orders issued by Nunavut's Chief Public Health Officer.

Upcoming Public Legal Education and Information resources

Two of the PLEI resources that will be made available electronically by early March 2021: **Workplace Toolkit for Employers** as well as a **Workplace Toolkit for Service Providers**.

Both toolkits will contain: a resource booklet for employees that will provide information on what to do if they are experiencing workplace harassment and support resources; an information sheet for employers outlining obligations of employers related to sexual harassment in the workplace; a poster that clearly identifies what harassment is with a "call to action" and information on what to do and where to go if you are experiencing workplace harassment.

For the Service Provider Toolkit, a referral information sheet will be included and provide information on where to refer clients experiencing workplace harassment. These toolkits will be distributed directly to organizations throughout Q2 2021.

Another PLEI resource currently developing is a **series of short informational videos** that will help individuals identify harassment, understand what to do if experiencing workplace harassment and provide resources. These videos will be hosted on the LSN's website, Access to Legal Knowledge (A2K) page and shared through the workshops.

Support to assist with distribution of materials

The LSN is committed in distributing this valuable resource to as many organizations and Nunavummiut as possible. If your organization would like to assist with the distribution, please contact the Law Society of Nunavut at ceo@lawsociety.nu.ca.

If you wish to welcome our travelling team in your community and/or organization, please let us know so we can confirm dates and begin planning.

Please watch for the next newsletter in March 2021. New PLEI resources will be posted on the A2K page as soon as confirmed.



We look forward to hearing from you if you have any comments or questions; and to visit your community and organization in the future.

