



MEDIA ADVISORY

Annual Report on the *House of Commons Policy on Preventing and Addressing Harassment* for 2017–2018

Ottawa, Ontario – June 14, 2018

The Annual Report on the *House of Commons Policy on Preventing and Addressing Harassment* for 2017–2018 is now available on ourcommons.ca.

The Chief Human Resources Officer of the House of Commons Administration is responsible for monitoring the implementation of the *House of Commons Policy on Preventing and Addressing Harassment* and has provided the Board of Internal Economy with an annual statistical report on the number, nature and outcome of harassment complaints, as well as enquiries. This report covers the period between April 1, 2017, and March 31, 2018.

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

- Finding Solutions Together, a confidential program for informal conflict management.
- The Harassment Prevention Program, which focuses on increasing awareness and proactively preventing potential harassment in its earliest stages.
- An [online](#) training session entitled “Harassment Prevention in the Workplace,” which is available to Members, House Officers, Research Offices, and their employees.
- Since February 2018, a mandatory in-class training entitled “Strengthening a Culture of Respect – From Awareness to Action,” specifically designed for Members of the House of Commons. The training offers an overview of what could constitute harassment in the workplace and provides Members with an opportunity to discuss what can be done in their environment to better prevent and address inappropriate behaviour and harassment. This training also offers an opportunity to explore Members’ responsibilities as employers and as leaders in strengthening a culture of respect in the

workplace, as well as to equip Members with tools to support them in their leadership roles. Furthermore, the training provides a forum to discuss how to translate awareness of the importance of a respectful workplace into actions that will improve and maintain a healthy workplace.

- A mandatory in-class training on sexual harassment, tailored to Members' employees, is also being developed. Its release is planned for later this year.

The Board is strongly committed not only to supporting Members, House Officers, Research Offices and their respective employees in addressing complaints, but also to 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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