

# HARASSMENT POLICY

## OBJECTIVE/BACKGROUND

Canadian Foodgrains Bank (“Foodgrains Bank”) recognizes that harassing and demeaning behaviour and attitudes have no place in the workplace and will not be accepted or tolerated. This policy is intended to outline Foodgrains Bank’s commitment to:

- a respectful and safe working environment and mitigating the risk of harm for its personnel, for anyone working with or on behalf of the Foodgrains Bank, and for those with whom we interact in our work;
- eliminating, where possible, or otherwise minimizing the risk/hazard of harassment and bullying in the workplace; and
- ensuring that, so far as possible, no one is subjected to harassment or bullying in the workplace.

The procedures specify steps for reporting and addressing incidents or patterns of harassment and bullying.

---

## SCOPE

This policy applies to all Foodgrains Bank staff, both paid and voluntary, contract personnel and board directors, when they are engaged in activities on behalf of or representing the Foodgrains Bank, as well as others who may from time to time be asked to represent the Foodgrains Bank, when they are in that role (collectively, referred to as “personnel”).

This policy applies to any Foodgrains Bank work environment, while conducting Foodgrains Bank related business or at any Foodgrains Bank work related function. Examples include, but are not limited to:

- work-related travel;
- locations at which social or other functions occur including activities that are incidental or connected to the business of Foodgrains Bank; and
- social media and internet sites, where posts have a nexus to the workplace or could reasonably be anticipated to have some impact on the work environment.

Foodgrains Bank strives to be an organization where individual self-worth and dignity are respected and affirmed. Consequently, this policy may be more stringent than applicable harassment laws. This is intentional. Conduct may be unacceptable, even if it is not illegal.

This policy is a partner to the Foodgrains Bank’s *Prevention of Sexual Exploitation and Abuse* and *Professional Standards* policies.

---

## DEFINITIONS

Harassment and other unacceptable workplace conduct can take many forms. This policy deals with three common forms of unacceptable workplace conduct: harassment, sexual harassment and personal

harassment (also known as “bullying”). Unacceptable workplace conduct can be perpetrated by an individual, a group or an institution.

Behaviour may be experienced as harassing or bullying and therefore unacceptable even if that was not the intent of the perpetrator.

## **Harassment**

“Harassment” means:

- a) any unwelcome, abusive comment or objectionable conduct, comment, or display that is a violation of another person that demeans and disrespects them and results in the other person feeling objectified, dominated, threatened, or unsafe, and is based on an individual’s economic status, race, creed, religion, colour, sex, sexual orientation, gender-determined characteristics, marital status, family status, source of income, political belief, political association, political activity, disability, physical size or weight, age, nationality, racial identity, ancestry, place of origin or any other protected characteristic under applicable legislation (collectively “Protected Characteristic”); or
- b) severe conduct, if it could reasonably cause an individual to be humiliated or intimidated and is repeated, or in the case of a single occurrence, has a lasting, harmful effect on an individual covered by this policy.

Harassment can be perpetrated through actions, gestures, words and other communications, or the reasonable perception of same that leads to the creation of an offensive or intolerant work environment, or leads to adverse job-related consequences for the victim because of a Protected Characteristic. This includes:

1. Creation of an intimidating, hostile, or offensive work environment by inappropriate personal characteristic oriented action, language, innuendo, or behaviour.
2. Examples of objectionable behaviours include, but are not limited to:
  - racially or ethnically disparaging or offensive epithets
  - display of racially or ethnically or religious disparaging or offensive posters/objects/pictures
  - racially or ethnically disparaging gestures
  - offensive remarks, jokes, innuendoes, taunting, or threats on the basis of a Protected Characteristic.
3. Actual denial, or implied or expressed threat, or perception of threat of denial of employment or advancement opportunities based on race or ethnicity or on the basis of any Protected Characteristic.

Harassment includes psychological harassment, which includes any vexatious behaviour in the form of repeated and hostile or unwanted conduct, verbal comments, actions or gestures that affects an employee’s dignity or psychological or physical integrity and that results in a harmful work environment for the employee. For greater certainty, psychological harassment includes such behaviour in the form of verbal comments, actions or gestures of a sexual nature.

A single serious incident of such behaviour that has a lasting harmful effect on an employee may also constitute psychological harassment.

## **Sexual Harassment**

Harassment includes Sexual Harassment. “Sexual harassment” means any unwelcome conduct of a sexual nature, whether intended to be harassing or not and includes the conduct described in our Prevention of Sexual Exploitation and Abuse (Staff and Representatives) Policy. Examples of conduct that may amount to sexual harassment includes but is not limited to:

1. Actual reward or an implied or expressed promise of reward in return for compliance with a sexually oriented request.
2. Actual denial or implied or expressed threat of denial of employment opportunity for refusal to comply with a sexually oriented request.
3. Actual reprisal or an implied or expressed threat of reprisal for noncompliance with a sexually oriented request.
4. Creation of an intimidating, hostile or offensive work environment by inappropriate sexually-oriented action, language, innuendo, or behaviour.
5. Examples of objectionable behaviours that may constitute sexual harassment include, but are not limited to:

5.1 Verbal harassment:

- sexually explicit, suggestive or degrading words to describe an individual,
- sexually explicit jokes,
- sexually suggestive noises,
- unwelcome comments or questions about a person's sexual practices,
- graphic verbal commentaries about the body or sexual experiences,
- innuendo of a sexual nature directed at a person or people or about a person or people,
- unwelcome sexual flirtations, advances or propositions,
- verbal or nonverbal communication that is reasonably perceived as pressure to comply with sexual requests, abuse or threats, and
- persistent and unwanted attention whether after the end of a consensual relationship or otherwise.

5.2 Physical harassment:

- sexual assault,
- impeding or blocking movement,
- unwelcome touching,
- shadowing (constantly hanging around),
- leering (suggestive staring),
- intentionally brushing against another person's body, or
- requiring a person to wear sexually suggestive clothing

5.3 Visual harassment:

- derogatory posters, cartoons or drawings in physical or electronic format, or
- obscene letters or writings

### **Personal Harassment (“Bullying”)**

Personal Harassment or “Bullying” means the use of persistent aggressive, threatening or demeaning behaviour against another person by an individual or group, or the reasonable perception of the same. Examples of objectionable behaviour that may be bullying or reasonably perceived as bullying include, but are not limited to:

1. Verbal and nonverbal communication that is perceived as or intended to be threatening or humiliating.
2. Psychologically abusive, intimidating, threatening, or dismissive behaviour.

3. Physically abusive, intimidating, threatening, or dismissive behaviour.
4. Online harassment like cyberstalking, trolling, phishing, and sending abusive or threatening messages via chat, email or on social media.

### **What is not Harassment or Bullying?**

Reasonable actions by management personnel or board directors to help manage Foodgrains Bank or to guide or direct employees or the workplace are not harassment or bullying. Employee performance reviews, counselling or discipline by a supervisor or manager is not harassment or bullying.

Reflecting the Christian nature of the Foodgrains Bank, employees that work closely with member churches, supporters and volunteers, and overseas partners, or hold management and policy making positions must have a clear Christian faith. Actions taken by the organization during recruitment or employment for such a position, where a candidate or employee does not demonstrate a required Christian identity, and as allowed by law, are not harassing or bullying.

### **POLICY**

1. Foodgrains Bank is committed to providing a safe and respectful working environment for its personnel and anyone working with or on behalf of the Foodgrains Bank.

Further, Foodgrains Bank is committed to treating with due respect and safety anyone, whether connected to the organization or not, who corporately or personally interacts with any individual or group representing the Foodgrains Bank. Every employee has the right to work free from harassment, sexual harassment and/or bullying.

To this end, Foodgrains Bank will implement measures to identify, control and eliminate risks of harassment, including, but not limited to:

- widely disseminating this policy in such a way as to make it accessible to all its employees, by
- consulting with the Health and Safety Committee to conduct a risk assessment on a regular basis;
- maintaining continuous vigilance with regard to identified risks and risk factors likely to generate situations of harassment;
- ensuring that all employees understand and comply with this policy;
- promoting respect between individuals;
- regularly informing employees of their roles and responsibilities in preventing harassment, in particular at workplace-related social events;
- implementing a training and awareness program for employees and for those employees designated to receive and deal with complaints and reports;
- consulting employees on situations specific to their workplace that may create conditions that could lead to harassment;
- conducting exit interviews with departing employees to discuss the reasons for their departure; and
- implementing a diligent process for handling complaints and reports, and reviewing the efficiency of this process regularly.

2. Foodgrains Bank prohibits those behaviours that contribute to the creation of or the perception of a hostile or offensive work environment whether on the basis of a Protected Characteristic, internally or externally, or that contribute to an individual or group of people experiencing hostile, offensive, threatening or belittling behaviour or perception of same as a result of interaction with anyone representing Foodgrains Bank.

3. Acts or communications (verbal, written, electronic) that are demeaning, threatening, intimidating, or insulting, related to a person's Protected Characteristic(s), whether intended as harassment or not, will not be tolerated.
4. Foodgrains Bank will take seriously any reports or observations of harassment as defined in this policy and will investigate the incident or pattern of behaviour in good faith and will take action promptly and as warranted to ensure a safe and respectful workplace for its employees, and to ensure that those representing the Foodgrains Bank treat others with due care and respect.
5. Any staff person who feels harassed is strongly encouraged to report the incident or pattern of behaviour to their supervisor, to the director of human resources or other trusted co-worker, in accordance with the procedures set out herein. Reports of harassment will be treated with all due care. Foodgrains Bank will take all reasonable steps to preserve the safety of the complainant(s) and respondent(s).
6. All personnel are expected to take part in maintaining a working environment, both internally and externally, free from unacceptable workplace behaviours and attitudes. Any personnel witnessing an incident of harassment or bullying or perceiving that harassment has been perpetrated by a co-worker or other individual acting on behalf of or representing the Foodgrains Bank, or a member of the general public towards someone acting on behalf of or representing the Foodgrains Bank, is expected to make a report to an appropriate supervisor or the director of human resources.

Where required by law, incidents of harassing behaviour or assault must be reported to the proper government authorities. In reporting harassment to government authorities, Foodgrains Bank will abide by the wishes of the complainant as much as possible without contravening the law.

7. All employees have the responsibility to treat each other in a respectful manner in all workplace-related activities and to respect the individual qualities, characteristics and differences of others.
8. Department managers are responsible for maintaining a working environment that is safe and free from sexism, racism, and other forms of harassment and bullying, and are expected to act on any reports or observations of harassing or intimidating behaviour.
9. The executive director will be informed of all complaints pursuant to this policy involving an employee of the Foodgrains Bank. If the executive director is implicated in a complaint, the chair of the Human Resources and Compensation committee will be informed of the complaint and consulted regarding plans for investigating and addressing the complaint.
10. Foodgrains Bank recognizes that behaviours may be reasonably experienced as harassing even if that was not the intent of the person whose conduct is in question. Foodgrains Bank will treat the report or observation of perceived harassment, sexual harassment or bullying with the same care as reports or observations of overt incidents of harassment, sexual harassment or bullying.
11. Whenever possible, Foodgrains Bank seeks to be corrective rather than punitive in addressing harassment and bullying issues. However, personnel found to be in breach of this policy may be subject to discipline, up to and including termination of employment.
12. Personnel will be protected against retaliation for having made a complaint in good faith or having participated or cooperated in an investigation under this policy.

Any individual who is concerned about a situation of harassment or bullying or believes they are the subject of threats, reprisals or retaliatory action in violation of this policy is urged to report it immediately to their manager, who will engage the Human Resources director in the complaint response process. Human Resources will assess the immediate risk of harm, and if there are any safety concerns, will

contact the appropriate individuals and/or authorities. They will also ensure that the following interventions are followed, as appropriate:

- employee is advised to consult with a health professional of their choice for treatment or post-incident counselling, if appropriate;
- debriefing by a skilled professional;
- referrals to community agencies and employee assistance program;
- reporting to police as may be required; and/or
- implementation of any temporary mitigation measure that may be justified or required under the circumstances.

13. Foodgrains Bank will ensure that its personnel know and understand the organizational expectations as outlined in this policy. All personnel must be familiar with this policy, and associated procedures for how to respond to observed or reported incidents of harassment, sexual harassment or bullying.
14. All employees will be provided information and instruction on the contents of this policy upon onboarding with Foodgrains Bank and regularly thereafter. Foodgrains Bank is committed to providing a training program for employees that includes:
  - presentation of the policy upon onboarding or initial orientation of new employees;
  - formal training of all new employees on the policy (including a discussion of what is unacceptable behaviour in the workplace, the disciplinary consequences of such behaviour and understanding the complaint and investigation process);
  - yearly training of managers on how to recognize, address and prevent harassment in the workplace; and
  - training for human resources staff on how to intake complaints and conduct investigations (including developing a thorough understanding of applicable laws).

---

## PROCEDURES

### **Investigating and Resolving an Internal Harassment Complaint**

#### **1. Directly Addressing a Concern**

Whenever possible, and if it feels safe to do so, anyone who experiences harassment or bullying from someone associated with, representing or otherwise working on behalf of the Foodgrains Bank is encouraged as a first step to speak directly to the person whose conduct is in question and inform them of the impact of their behaviour, and the expectations of an immediate change in behaviour.

Foodgrains Bank recognizes that harassment and/or bullying usually involves misuse of power. For this reason, directly addressing a concern between a complainant and respondent is not required as a first step in resolving a complaint. Complainants will not be penalized in any way, nor will their employment be jeopardized in any way, for choosing to not directly confront the person accused of harassment or bullying.

#### **2. Reporting**

When directly addressing the concern is not advisable, or the complainant does not feel able or safe enough to speak directly with the respondent, a report should be made to the complainant's own supervisor or to the director of human resources. Reports of harassment should be made as soon as possible after an incident. In most cases, the complaint should be made within six (6) months of the incident in question. As well, such employees should keep a detailed written record of event(s) including the name(s) of the individuals involved, place, date, time, witnesses (if any) and details of the behaviour.

If at any time the supervisor or director of human resources are not perceived to be safe persons to speak to, are otherwise involved in the complaint, the complainant is invited to make a report to another manager, or a trusted co-worker who will take the complaint forward to an uninvolved manager.

When a report of harassment is made to a supervisor or other manager, they will inform the director of human resources. When the director of human resources is involved in an incident, or a conflict of interest exists, the supervisor or manager will report directly to the executive director (or if the executive director is involved, the chair of the Human Resources and Compensation Committee (the "Committee").

The director of human resources or manager will inform the executive director of all complaints and any reported incidents or perceptions of harassment. If the executive director is implicated in a harassment complaint, the chair of the Committee will be informed.

### 3. Investigation Plan

The director of human resources will take responsibility for establishing an investigation plan to hear, review and examine the complaint. When the director of human resources is otherwise involved in the complaint, the executive director will take responsibility for establishing an investigation plan or will appoint a manager or other designate to act on behalf of the director of human resources.

The complainant will be consulted about the investigation plan before it is put into action.

The investigation plan must be reviewed by the executive director. If the executive director is otherwise implicated in the complaint, the investigation plan will be reviewed by the chair of the Committee.

#### 3.1. An investigation plan may include the following steps:

##### 3.1.1. An internal investigation of the incident or pattern of behaviour by the director of human resources or designate, which may include:

- Reviewing any written documentation.
- Interviewing the complainant.
- Interviewing the respondent.
- Interviewing other personnel who may have witnessed the incident or pattern of behaviour.

##### 3.1.2 An external investigation of the incident or pattern of behaviour, which may include:

- Contracting an experienced investigator to review and investigate the incident or pattern of behavior.
- Contacting government authorities to investigate the complaint when warranted by the scope of the complaint, or when required to report by law, in which case the complainant will be informed.

The director of human resources or designate will communicate the details of the investigation plan to the complainant within five (5) working days of receipt of the complaint. Within the same time period, the director of human resources or designate will inform the respondent that a complaint has been lodged against them and that an investigation plan has been established, including the details of that plan.

Implementation of the investigation plan should commence no later than thirty (30) days after the complaint is received and will be completed as quickly as possible.

### 4. Safety Plan

In conjunction with the investigation plan, the director of human resources or designate will establish and implement a safety plan for the complainant and the respondent which will take effect immediately. The safety plan may include the following:

- 4.1. Relocation of either or both the complainant and the respondent for the duration of the investigation if they work in close proximity.
- 4.2. Reassignment of job duties for either or both the complainant and the respondent for the duration of the investigation if they work on shared or intersecting tasks.
- 4.3. Other plans to restrict contact between the complainant and the respondent for the duration of the investigation.
- 4.4. Any other intervention, depending on the severity of the harassment or bullying reported, to ensure the ongoing safety of all parties and to create space for an impartial investigation of the complaint.

The safety plan must be reviewed by the executive director. If the executive director is otherwise involved in the complaint, the safety plan will be reviewed by the chair of the Committee.

## 5. Recommendations for Resolution

Upon completion of the investigation, an investigation report will be prepared, outlining the investigator's findings. The director of human resources or designate will make recommendations for resolving the complaint. Investigation outcomes and recommendations will be presented to the executive director prior to implementing any recommendations. If the executive director is otherwise involved in the complaint, the investigation report and recommendations will be brought to the chair of the Committee for review and approval.

Foodgrains Bank will take corrective action in any instance where a person under our direction is found to have breached this policy.

Both parties will be expected to participate fully and honestly in the investigation and steps toward resolving the complaint. Failure on the part of any employee to participate will be recorded in the employee's personnel file and may result in discipline.

Recommendations for resolution may include, but are not limited to:

- 5.1. A facilitated conversation or mediation process, when appropriate physical and emotional safety has been established for both parties.
- 5.2. Specific corrective actions, if an employee is found to be in breach of this policy. This may include, but is not limited to:
  - sensitivity/awareness training
  - counseling
  - reporting to an accountability group
  - being mentored
  - removing responsibilities for supervising others

*See the [Resolving Workplace Conflicts](#) for additional information on corrective responses.*

- 5.3. Suspension or termination of employment, when corrective action is not deemed to be a sufficient response to the scope of the incident or when the respondent refuses to participate in corrective action.
- 5.4. Contacting appropriate government authorities when warranted by the scope of the incident or pattern of behaviour, or when the behaviour is in breach of the law.

The complainant will be consulted prior to reporting the respondent to government authorities and efforts will be taken to ensure the safety of the complainant if a report is made. However, the

Foodgrains Bank retains the right and responsibility to make a report at any time to appropriate government authorities when a person representing the Foodgrains Bank is in breach of the law.

If a complaint is dismissed and is determined to have been brought in bad faith, maliciously or frivolously, the same sanctions may be applied against the complainant in recognition of the fact that serious damage may result from such charges and allegations.

## 6. Communicating the Results of the Investigation

Foodgrains Bank will communicate to the complainant and the respondent the results of the investigation, in writing, and any corrective action that has been taken or that will be taken as a result of the investigation.

## 7. External Representation

At any point in a resolution process, both complainant and respondent are entitled to seek external representation and support. Foodgrains Bank will act in good faith with any external resources solicited.

No external resources will be contracted by Foodgrains Bank without the direction of the executive director or, when needed, the direction of the chair of the Human Resources and Compensation Committee.

### **Grieving Resolution of a Harassment Complaint: Staff, Volunteers or Others Internal to Foodgrains Bank**

For employees and volunteers of the Foodgrains Bank, if the complainant or respondent is not satisfied with the findings of the investigation or the steps taken to resolve the complaint, they are entitled to file a grievance with the executive director as outlined in the Grievance Policy.

### **External Resolution of a Harassment Complaint**

This policy is not intended to discourage or prevent any employee or person affiliated with the Foodgrains Bank from exercising their legal rights pursuant to any law, including but not limited to filing a complaint with the appropriate human rights authority in the jurisdiction. Appendix "A" contains a list of provincial organizations that an employee may contact.

### **Responding to an External Harassment Complaint**

When a person external to the organization reports experiencing harassment, sexual harassment or bullying from personnel representing the Foodgrains Bank, or when Foodgrains Bank becomes aware of such behaviour on the part of its personnel, Foodgrains Bank will initiate an investigation into the incident and take steps to resolve the complaint as outlined above.

Allegations concerning sexual exploitation or sexual abuse as defined in the Prevention of Sexual Exploitation and Abuse (Staff and Representatives) Policy shall also be subject to the additional procedures outlined therein.

### **Responding to a Complaint of Harassment by an External Source**

Foodgrains Bank recognizes that its policies and expectations of conduct cannot be applied in a binding fashion to persons external to the Foodgrains Bank. Nonetheless, Foodgrains Bank intends to provide a safe working environment for all personnel. Therefore, when personnel report experiencing harassment from someone external to the organization, Foodgrains Bank will respond to the complaint in accordance with this policy.

### **Documentation**

Written documentation of a complaint, resolution process and results will be placed in a protected file, accessible only by the director of human resources and the executive director (or chair of the Committee, as appropriate), and retained to the extent required to demonstrate compliance with applicable law. Information regarding a complaint will only be placed in the respondent's personnel file if they are found to be in breach of this policy.

Access to this protected information by any parties other than those mentioned above will require the approval of the chair of the Committee, or where required by law, appropriate subpoena, or other summons.

#### **Confidentiality**

Everyone involved in a harassment complaint is required to treat information related to the incident, investigation or resolution strictly confidential. Foodgrains Bank will not disclose the name of the complainant, respondent, witnesses or the circumstances related to the complaint to any person, except where disclosure is:

1. Necessary to investigate the complaint or take corrective action with respect to the complaint, or
2. Required by law.

#### **Review of Policy**

This policy will be reviewed: 1) annually; 2) whenever there is a change of circumstances that may affect the health or safety of employees; 3) whenever the Health and Safety Committee recommends a review; and 4) whenever there is a finding of harassment under this policy.

This policy may be amended from time to time in Foodgrains Bank sole discretion, and all material updates will be communicated to employees.

#### **APPENDIX "A"**

##### **British Columbia**

To file a complaint or obtain information in British Columbia, call the following numbers:

- Human Rights Commission: 844-922-6472
- Employment Standards and Workplace Safety: 833-236-3700

##### **Alberta**

This policy is not intended to discourage an employee from exercising rights pursuant to any other law, including the *Alberta Human Rights Act*.

To file a complaint or obtain information in Alberta, call the following numbers:

- Human Rights Commission: 780-427-7661
- Occupational Health and Safety: 780-416-8690
- Employment Standards: 780-427-3731

## Saskatchewan

To file a complaint or obtain information in Saskatchewan, call the following numbers:

- Human Rights Commission: 306-933-5952
- Occupational Health and Safety: 800-567-7233
- Employment Standards: 800-667-1783

In Saskatchewan, sections 3-1(1)(l), 3-1(4), 3-1(5), 3-8, 3-9, 3-10, 3-54 and 3-67 of *The Saskatchewan Employment Act* deal with harassment, and sections 9 to 19 and 31 of *The Saskatchewan Human Rights Code, 2018* deal with discriminatory practices.

An employee has the right to request the assistance of an occupational health officer to resolve a complaint of harassment and the right to file a complaint with the Saskatchewan Human Rights Commission.

Harassment is defined in section 3-1(1)(l) of *The Saskatchewan Employment Act* and encompasses harassment based on prohibited grounds and personal harassment:

3-1(1)(l) “harassment” means:

- (i) any inappropriate conduct, comment, display, action or gesture by a person towards a worker:
  - (A) that either:
    - (I) is based on any prohibited ground as defined in *The Saskatchewan Human Rights Code, 2018* or on physical size or weight; or
    - (II) subject to subsections (4) and (5), adversely affects the worker’s psychological or physical well-being and that the person knows or ought reasonably to know would cause a worker to be humiliated or intimidated; and
  - (B) that constitutes a threat to the health or safety of the worker;
- (ii) any conduct, comment, display, action or gesture by a person towards a work that:
  - (A) is of sexual nature; and
  - (B) the person knows or ought to reasonably to know is unwelcome;

...

(4) To constitute harassment for the purposes of paragraph (1)(l)(i)(A)(II), either of the following must be established:

- (a) repeated conduct, comments, displays, actions or gestures;
- (b) a single, serious occurrence of conduct, or a single, serious comment, display, action or gesture, that has a lasting, harmful effect on the worker.

(5) For the purposes of paragraph (1)(l)(i)(A)(II), harassment does not include any reasonable action that is taken by an employer, or a manager or supervisor employed or engaged by an employer, relating to the management and direction of the employer's workers or the place of employment.

## **Manitoba**

Employees in Manitoba have the right to file a complaint with the Manitoba Human Rights Commission. To file a complaint or obtain information in Manitoba, call the following numbers:

- Manitoba Human Rights Commission call 204-945- 3007,
- Workplace Safety and Health call 204-945-3446 and
- Employment Standards call 204-945-3352.

## **Ontario**

To file a complaint or obtain information in Ontario, call the following numbers:

- Human Rights Commission: 416-326-9511
- Occupational Health and Safety: 877-202-0008
- Employment Standards: 800-531-5551

## **Quebec**

To file a complaint or obtain information in Quebec, call the following numbers:

- Human Rights Commission: 800-361-6477
- Occupational Health and Safety: 844-838-0808
- Employment Standards: 877-660-8282

## **Nova Scotia**

To file a complaint or obtain information in Nova Scotia, call the following numbers:

- Human Rights Commission: 902-424-4111
- Occupational Health and Safety: 800-952-2687
- Employment Standards: 902-424-4311