



RECOURSE OPTIONS FOR MEMBERS

PERSONAL HARASSMENT and WORKPLACE VIOLENCE

ISSUE	You experienced: 1. Personal harassment 2. Violence at work
1ST STEP	<ul style="list-style-type: none">▪ File a Notice of Occurrence▪ Note: Personal harassment is a form of violence in the workplace.
TIME LIMIT	There is no time limit to provide a Notice of Occurrence, except if it involves a former employee.
HOW	File either verbally or in writing. Notice of Occurrence must include: <ul style="list-style-type: none">▪ name of the Principal Party▪ name of the Responding Party, if known▪ date of the occurrence▪ detailed description of the occurrence
HUMAN RIGHTS	A Human Rights Complaint alleging discrimination may be filed in tandem with a workplace violence complaint. There is a 1-year time limit. The CHRC must be contacted ASAP after the intent to allege discrimination arises.
WHERE	CBSA's National Integrity Centre of Expertise (NICE)
WHO RESPONDS	Canadian Human Rights Commission
HOW IS IT DEALT WITH	<ul style="list-style-type: none">▪ Most of the stages in the complaints process involve written correspondence exchanged through email and telephone conversations.▪ If a complaint goes to mediation, it can take place virtually over Zoom or Microsoft Teams.
ANONIMITY	–
REPRISAL	–
REPORT / OUTCOME	Canadian Human Rights Tribunal decision.
APPEAL	No appeal process. Application for judicial review may be filed with Federal Court of Appeal
AUTHORITY	<i>Canadian Human Rights Act</i>
MORE INFO	<ul style="list-style-type: none">▪ chrc-ccdp.gc.ca/en/complaints/complaint-faqs▪ chrt-tcdp.gc.ca/resources/guide-to-understanding-the-chrt-en.html▪ CIU Human Rights Representative