

Examples of Harassment¹

What are examples of harassment?

Discrimination or harassment based on prohibited grounds as defined in *The Saskatchewan Human Rights Code, 2018*, or based on physical weight or size, which constitutes a threat to the health or safety of a worker could include:

- Remarks or jokes about race, religion, disability, or any of the other prohibited grounds of discrimination defined in *The Saskatchewan Human Rights Code, 2018* or
- Threatening or intimidating a person because of one's sex, age, family status, etc.

Personal harassment typically involves repeated occurrences, but a single incident of harassment may also constitute personal harassment if determined to be serious or severe and shown to have a lasting harmful effect on a worker. This may include:

- Verbal or written abuse or threats,
- Insulting, derogatory, or degrading comments, jokes, or gestures,
- Personal ridicule or malicious gossip,
- Unjustifiable interference with another's work or work sabotage,
- Refusing to work or co-operate with others, or
- Interference with or vandalizing personal property.

Sexual harassment may be verbal, physical, or visual. It may be one incident or a series of incidents. It is always unsolicited and unwelcome behaviour, and can take many forms, including but not limited to:

- Sexual remarks,
- "Jokes" with sexual overtones,
- A sexual advance or invitation,
- Displaying offensive pictures or photographs,
- Threats,
- Leering,
- Physical contact like touching, patting, pinching, or brushing against, or
- Sexual and physical assault.

What are not examples of harassment?

Day-to-day management or supervisory decisions are *not* considered harassment even if they sometimes involve unpleasant consequences. These include:

- Work assignments,
- Job assessments and evaluations,

- Workplace inspections,
- Implementation of appropriate dress codes,
- Disciplinary actions,
- Physical contact necessary for the performance of employment using accepted industry standards,
- Conduct which all parties agree is inoffensive or welcome, or
- Disagreements in the workplace that are not based on one of the prohibited grounds outlined in *The Saskatchewan Human Rights Code, 2018*.

¹ Government of Saskatchewan. "Bullying and Harassment in the Workplace."
(<https://www.saskatchewan.ca/business/safety-in-the-workplace/hazards-and-prevention/bullying-and-harassment-in-the-workplace>)