

## What is Sexual Harassment?

Sexual harassment is any unwanted sexual attention, such as:

- Unwelcome remarks or jokes
- Comments of a sexual nature about your weight, body shape, size or figure
- Whistling, kissing sounds
- Rumours about virginity, sexual orientation or sexual activity
- Spreading sexual rumours
- Unwanted physical contact – touching, patting, pinching

It can sometimes be hard to figure out whether someone's actions are sexual harassment. There are major differences between these, and they have to do with how you feel about what's happening. One important difference is flirting is mutual and sexual harassment is not.

<b>SEXUAL HARASSMENT</b>	<b>FLIRTING</b>
Makes You Feel	Makes You Feel
<ul style="list-style-type: none"> <li>• Bad</li> <li>• Angry/Sad</li> <li>• Disrespected</li> <li>• Ugly</li> <li>• Powerless</li> </ul>	<ul style="list-style-type: none"> <li>• Good</li> <li>• Happy</li> <li>• Flattered</li> <li>• Pretty/Attractive</li> <li>• In Control</li> </ul>
Results In	Results In
<ul style="list-style-type: none"> <li>• Low Self-Esteem</li> </ul>	<ul style="list-style-type: none"> <li>• Positive Self-Esteem</li> </ul>
Is Seen As	Is Seen As
<ul style="list-style-type: none"> <li>• One-sided</li> <li>• Invading</li> <li>• Degrading</li> </ul>	<ul style="list-style-type: none"> <li>• Flattering</li> <li>• Open</li> <li>• A compliment</li> </ul>

People often pass sexual harassment off as a joke, making it difficult to know whether or not it is okay. This can make it really hard to say anything about what happened, because you may be scared that people will think that you don't have a sense of humour. However, you don't have to pretend that these humiliating and degrading gestures, remarks and looks don't bother you.

## Get Help

Talk to someone you trust like a friend, parent, or teacher.  
Reach out to us if you need support! Our support and information line is available  
7 days a week, 9am-9pm | 403-237-5888

# Reporting Options for Sexual Harassment

What form(s) of violence have you experienced? See definitions on back of page.

Criminal Harassment, Intimidation, Sexual Assault or Threats

Can report to police and obtain No Contact Orders  
(continue with the rest of the flow chart for other reporting options if incident also involved sexual harassment)

Sexual Harassment

Is the offender aware that such actions have occurred and are unwanted?

Yes

Did it happen in the workplace?

Yes

Have you notified supervisors/HR department/union representative about the behavior? Have you followed workplace policies and procedures regarding reporting harassment?

No

Follow workplace policies and procedures regarding reporting harassment

No

If safe to do so, tell the offender that the actions have occurred and are unwanted. Do not engage with the offender any further.

Yes

Is the behavior continuing?

No

If harassment occurred within an organization or agency (Eg. school, apartment building), follow policies and procedures regarding reporting harassment

**Alberta Human Rights Commission**  
403-297-6571 (AB South)  
780-427-7661 (AB North)

- Commission must receive complaint within 1 year of alleged incident
- In general, a complaint can be made towards a company or a person (Eg. landlord, store/company, any person)

Yes

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- Commission must receive complaint within 1 year of alleged incident

**Worker's Compensation Board**  
1-866-922-9221

- Employee work must be covered under WCB Act
- Can provide compensation coverage (wage replacement and medical benefits) when the harassment has led person to develop a diagnosable injury or illness
- Harassment does not have to only occur on company premise

**Occupational Health and Safety**  
1-866-415-8690

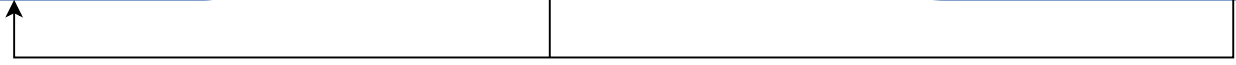
- OHS Officers carry out inspections or investigation to enforce OHS legislation if not followed
- OHS Officers cannot participate in dispute resolution or advocate for workers

If there are concerns for your immediate safety, contact police/RCMP

If you are able to, keep a detailed record of all events/interactions that have occurred, including dates, times, location, nature of the interactions, your response, and any witnesses

**Pursue civil action against offender**  
Calgary Legal Guidance 403-234-9266  
Lawyer Referral 1-800-661-1095  
Student Legal Assistance 403-220-6637

**No Contact Orders**  
Contact Calgary Women's Emergency Shelter for info on eligibility and applying for orders  
403-234-7233



## Definitions

### **Sexual Assault – Criminal Code**

Any unwanted sexual act done by one person to another or sexual activity without one person's consent or voluntary agreement.

#### Section 271: Sexual Assault

Occurs if a person has been kissed, sexually touched, or forced to have intercourse without consent. Involve minor or no physical injuries.

#### Section 272: Sexual Assault with a weapon, threats to a third party, or causing bodily harm

Occurs if a person is sexually assaulted by someone with a weapon or imitation weapon and threatens to use it; if someone threatens to harm a third person if the person does not consent to a sexual act; if someone does harm the person; or if more than one person sexually assaults the person in the same incident

#### Section 273: Aggravated Sexual Assault

Occurs if the person who was assaulted is wounded, maimed, disfigured, beaten, or in danger of losing their life while being sexually assaulted

### **Intimidation – Criminal Code 423(1)**

(a) uses violence or threats of violence to that person or his or her spouse or common-law partner or children, or injures his or her property;

(b) intimidates or attempts to intimidate that person or a relative of that person by threats that, in Canada or elsewhere, violence or other injury will be done to or punishment inflicted on him or her or a relative of his or hers, or that the property of any of them will be damaged;

(c) persistently follows that person;

(d) hides any tools, clothes or other property owned or used by that person, or deprives him or her of them or hinders him or her in the use of them;

(e) with one or more other persons, follows that person, in a disorderly manner, on a highway;

(f) besets or watches the place where that person resides, works, carries on business or happens to be: or

(g) blocks or obstructs a highway

### **Sexual Harassment – Prohibited under the Alberta Human Rights Act**

Unwanted sexual comments or behavior including unwanted attention to someone's appearance, sex, gender identity, sexual orientation, or sexual activity that can make a person feel embarrassed, uncomfortable, or unsafe. It can be visual, verbal, physical, and/or virtual (online).

### **Criminal Harassment – Criminal Code 264(1)**

Any conduct referred to below that causes a person to reasonably fear for their safety or the safety of anyone known to them.

- a) repeatedly following from place to place the other person or anyone known to them;
- b) repeatedly communication with, either directly or indirectly, the other person or anyone known to them
- c) besetting or watching the dwelling-house, or place where the other person, or anyone known to them, resides, works, carries on business or happens to be; or
- d) engaging in threatening conduct directed at the other person or any member of their family.

### **Uttering threats – Criminal Code 264.1**

Every one commits an offence who, in any manner, knowingly utters, conveys or causes any person to receive a threat

- (a) to cause death or bodily harm to any person;
- (b) to burn, destroy or damage real or personal property; or
- (c) to kill, poison or injure an animal or bird that is the property of any person.