

Harassment Policy

Questions and Answers

December 2024

Key Messages

- The Government of Saskatchewan values the dignity of all employees and is committed to maintaining a respectful work environment that is free from harassment. All managers, supervisors and employees are expected to treat each other respectfully.
- The Government of Saskatchewan's Anti-Harassment Policy had been updated and renamed the Harassment Policy, effective December 9, 2024.
- The policy continues to promote awareness and prevention and to ensure appropriate and timely resolution of allegations of harassment.
- Key changes to the policy include:
 - Updated language and a broadened definition of harassment that is easy to understand and still complies with legal and legislative requirements;
 - Increased transparency and clarification of confidentiality parameters;
 - Clarification of roles and responsibilities;
 - A revised *Harassment Complaint Form* that can now be electronically submitted to a confidential and secure email address;
 - A streamlined process that includes the removal of unnecessary steps to address complaints in a timely manner; and
 - Easy to access tools and resources hyperlinked throughout the policy.
- The *Harassment Policy* and supporting documents can be found in the HR Manual on [Taskroom](#).

Questions and Answers

1. Why is having a Harassment policy important to the Government of Saskatchewan?

The Government of Saskatchewan values the dignity of all employees and is committed to maintaining a respectful work environment that is free from harassment. All managers, supervisors and employees are expected to treat each other respectfully.

2. Who does the policy apply to?

The policy applies to all employees of executive government to whom [The Public Service Act, 1998](#) applies, whether appointed pursuant to the *Act*, hired pursuant to a contract or otherwise and includes students, volunteers and individuals who are independent or dependent contractors.

3. Why did we update the name of the policy?

The policy was renamed from Anti-Harassment Policy to Harassment Policy to better align with other jurisdictions.

4. When was the Policy last updated?

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The original policy was issued on November 8, 2000, and had minor updates made in 2018. The most recent updates began in January 2022 following the Saskatchewan Employment act updating the definition of sexual harassment.

5. Who was consulted on this update?

Thorough consultation took place and included interjurisdictional research, PSC Commissioners, Government Safety Champions, a cross-PSC working group, legal, unions and various ministry representatives from areas with a high number of harassment complaints.

Those consulted appreciated the clarity and user-friendly approach to the updated policy and the simplified process for harassment complaints.

6. Was the union consulted on this update?

Yes. Both Saskatchewan Government and General Employees' Union (SGEU) and Canadian Union of Public Employees (CUPE) were notified of the policy changes. In-scope employees continue to have the right to union representation throughout the complaint process.

7. Where can I find the updated policy documents?

Updated policy and supporting documents are posted in the HR Manual on [Taskroom](#).

8. How do I submit a harassment complaint?

Complaints should be submitted following the Harassment Complaint Process and using the Complaint Intake Form. This form is sent directly to a confidential and secure email address only accessible to designated Public Service Commission employees overseeing the harassment process.

9. Who can submit a harassment complaint?

Employees experiencing alleged harassment or who have observed this type of behaviour can make a formal complaint at any time, regardless of when an incident may have occurred.

10. Will there be training provided?

Yes. Mandatory training for all employees is being developed and will follow in 2025.

11. Where can I find more information?

Updated policy and supporting documents can be found in the HR Manual on [Taskroom](#), starting December 9, 2024. Inquiries on the updated policy can be sent to harassment@gov.sk.ca.