

Section 807-C: Harassment Policy

Examples of Harassment

Last revised: February 2009
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Next review:

These examples are intended to provide an idea of what harassment may look like and are not intended to be an exhaustive list. Every situation is assessed on the facts of the incident taking into consideration both impact and intent of the complainant and respondent. Harassment can take place anywhere between employees including at the physical traditional workplace/office, virtually/remote, work and social events, online/social media or electronically.

Harassment/Bullying Examples

- Displays ongoing and targeted hostility or put-downs towards another individual.
- Makes derogatory remarks/jokes, displays offensive pictures/posters or sends emails/texts, hate literature, against a protected ground(s) listed in [The Saskatchewan Human Rights Code](#) (e.g. religion, race, disability).
- Uses intimidation (yells/gets within someone's personal space) or retaliation.
- Disparaging verbal or written materials – in public or private.
- Repeatedly humiliates an employee or spreads rumours to ruin their reputation.
- Insulting gestures or taunts causing embarrassment or offence.
- Malicious gestures or actions
- Intentional and repeated ostracizing, isolation and/or coercion.
- Abuses authority impacting an employee's performance or job (e.g. purposely and repeatedly).
- Withholding resources necessary to succeed, sabotaging, repeatedly singling out an employee and assigning demeaning jobs that are not part of their regular job duties.
- Verbal abuse/assault

Sexual Harassment Examples

(Harassment based on sex, gender or sexual orientation)

- Abusive, derogatory remarks/jokes that put down one's gender, gender identity or gender expression, sex, or sexual orientation (e.g. homophobic/transphobic remarks).
- Gossips about an employee's sexual activities or spreads sexual rumours.
- Unwelcome sexual advances, propositions or inquiries and/or comments about a person's sex life – explicit or implicit.
- Sends inappropriate electronic communications (e.g. sexually explicit emails, website links, memes) or displays objectionable materials, graffiti or pictures sexual in nature (e.g. posters, calendars).
- Persistently asks someone out after being told no.
- Makes inappropriate physical contact (e.g. touching, patting, pinching, caressing, kissing, fondling) – at the workplace or social event.
- Makes other inappropriate contact (e.g. leering, invading personal space).
- Demands sexual favours in return for a promise of a reward (e.g. promotion).
- Abuses authority (e.g. soliciting a sexual or romantic relationship from subordinate, making social invitations with sexual suggestions to a subordinate).

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- Some forms of sexual harassment fall within the definition of sexual assault in the Criminal Code of Canada

Examples that are not considered Harassment

Disrespectful Behaviour Examples

(Less severe than harassment)

- Interrupts
- Makes rude comment(s)
- Causes some concerns with language
- Makes unprofessional jokes/is sarcastic
- Gossips
- Exhibits other subtle disrespectful behaviours
- Interpersonal conflict

Note:

Interpersonal conflict generally is not characterized as harassment and would not be dealt with under the harassment policy. Unresolved conflict may escalate to the level of harassment if the issues and inappropriate behaviors are not dealt with timely and appropriately.

Other examples not considered harassment

- Practices permitted by law or contract, such as designating a staffing action for employment equity purposes;
- Expressing opinions that are different from others, unless those opinions fall within the prohibited grounds.

Management has the right to manage

Managers/Supervisors

Manager and supervisor functions, that are carried out in good faith and in a respectful and professional manner are not considered harassment:

- Direct supervision, including discussions about performance improvement, work expectations and constructive feedback.
- Assignment of work, and direction on how it is to be accomplished.
- Requests by managers/supervisors for updates or status reports
- One-on-one discussions between managers/supervisors and their staff
- Approval or denial of time off
- Taking reasonable disciplinary actions by a manager or supervisor.