



## CUSTOMIZED SOLUTIONS

In addition to Corporate Training, we provide the following services:

Conflict & Dispute Resolution

Employee Assessment & Performance Management

Organizational Restructuring

Executive/Management Coaching

Recruitment, Retention & Employee Engagement Interventions

Workplace Harassment— Investigations & Legislated Training

Labour Relations, Grievances, Contract Negotiations

## Legislative Update – Bill 132

Ontario recently introduced Bill 132, the Sexual Violence and Harassment Action Plan. The Bill has received Royal Assent and takes effect September 08, 2016. The Bill amends a number of statutes to the Occupational Health & Safety Act. Increased obligations create additional duties for employers to protect workers from sexual violence, sexual harassment and related matters. Employers must ensure that workplace incidents are appropriately investigated with the results communicated to complainants and alleged harassers.

Under the new legislation, **employees must be able to report incidents of workplace harassment to someone other than the employer or supervisor if such person is the alleged harasser.** Employers' policies and programs must outline how investigations are to be conducted. Ministry of Labour Inspectors would also be permitted to order employers to have workplace harassment investigations conducted by impartial third parties.

Bill 132 expands the specific types of conduct in the workplace against which employers are obligated to ensure that employees are protected. Under the Bill, 'workplace sexual harassment' is defined to mean "engaging in a course of vexatious comment or conduct against an employee in a workplace because of sex, sexual orientation, gender identity or gender expression, where the comment or conduct is known or ought reasonably to be known to be unwelcome.

As is the case under Bill 168 Workplace Violence and harassment, an employer is required to renew its program at least annually and provide its workers with appropriate information and instruction on the contents of both the policy and program.

Introducing a fair and objective process to investigate allegations of workplace harassment, workplace violence and sexual harassment is of critical importance. Not only do organizations have a legislated requirement (Bill 168/Bill 132), it's prudent to manage the process effectively in order to remedy the situation and minimize the legal risk.

Integral HR Solutions offers both Workplace Investigations Services as well as Workplace Investigations Training Programs (in-house) for organizations across North America. Don't hesitate to reach out should you require additional information regarding current or pending legislative requirements.

Our client base includes: WorleyParsons, Evonik Industries, Sensient Flavors, Culligan International, Nova Chemicals, ARB Arendal (Monterrey, Mexico), Pioneer Energy, MIG Engineering, Pemco Steel, Salit Steel, The City of Timmins Police Services, The Corporation of the City of Timmins, Duststop Air Filters, Voortman Cookies, BioAmber, Pollutech EnviroQuatics, Salumatics, Bluewater Power, Formnet Inc., Neff Kitchen Manufacturers, Link-Line Construction, Compugen, Weathertech Restoration, Senior Flexonics, La Ferre (Mexico City), Sandrin Services, Cole International, Drive Star Group of Companies.

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