



Psychological and Sexual HARASSMENT

My Story

Presented by Amélie Turgeon

Who is Amélie Turgeon?

- A 42-year-old woman
- A mother and wife
- Training: paralegal program
- Working for 27 years
- Victim of harassment



First Situation

—

- A fresh start = I wanted to work for a City.
- The City that hired me was undergoing a shakeup with its employees.
- Everything was new to me.
- Very frequent visits from my DG to talk about anything and everything.
- Over time, our conversations veered more and more towards sex.
- He increasingly isolated himself with me and wanted me only for himself.
- Then, he started touching me.
- This was followed by sexual advances.
- I attended a seminar by myself with him.



And...then he discovered that I was pregnant!

The psychological harassment ensued!

Sexual Harassment

- insistent solicitation
- staring, kissing or touching
- sexist insults and vulgar comments
- comments, jokes or images of a sexual nature that are sent by any means, technological or other.

Points gleaned from my story

- One-on-one lunches;
- Touched my knee and foot under the table;
- Followed training sessions only with me;
- Looked at me flirtatiously;
- Told me or described to me what he would like to “do to me”;
- Stared at me for too long.

Criminal _ you could file a complaint with the police

How did I react?

What I should have done instead

- I reported the harassment to my Director of Finance;
- I shared my story with the Mayor;
- I submitted a grievance through my union representative (wrongful dismissal).

- Gone to see the union immediately
- Submitted a complaint/grievance

Second Situation

—

- Worked in a notary's office.
- I started at the same time as my colleague.
- I became associated with this notary.
- More than 3 years later, a change in direction.
- Very direct when she spoke, rude, no kindness in her requests.
- I doubted she was pregnant.
- She started to micro-manage me.
- She questioned my competence.
- I confronted her!
- Things deteriorated after a file.
- I talked about it with my boss.
- The coup de grâce with the office picture.



Then, my husband came to my defense.

My boss and my colleague lost their minds!

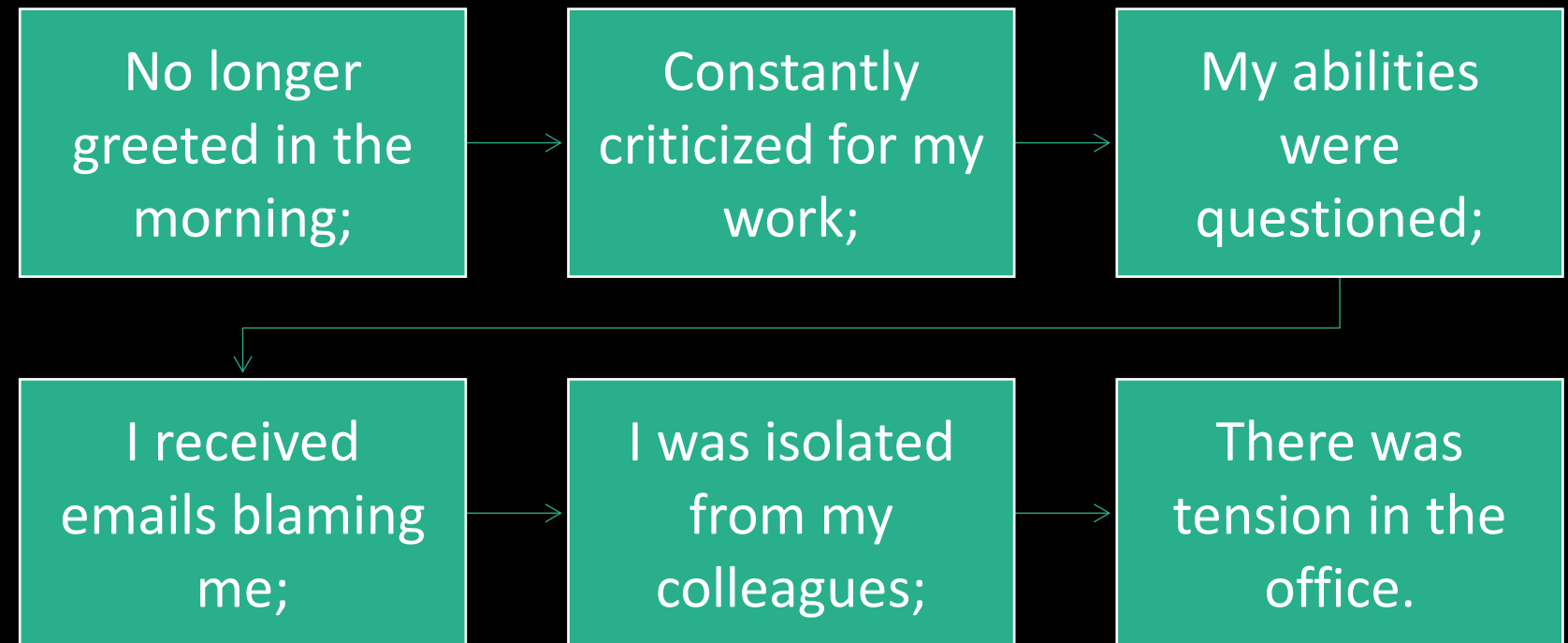
WHAT IS HARASSMENT?



- Behaviour that is vexatious, humiliating, hurtful and abusive;
- Repeated behaviours, words, actions and gestures;
- Hostile or unwanted behaviour;
- Attacks a person's dignity or psychological or physical well-being;
- Brings about a harmful, **even toxic** work environment.

Psychological Harassment

Points gleaned from my story



How did I react?

What I should have
done instead

- Spoke with the person concerned;
- Informed my boss;
- Had a discussion with my boss and my harasser;
- I resigned.

Lodged a complaint with
CNESST

CAUSE AND EFFECT

- For the person:
 - Lower self-esteem;
 - Decreased motivation;
 - Increased absenteeism;
 - A worsening in their physical and psychological health.



CAUSE AND EFFECT

- Collectively (on staff):
 - Losses resulting from decreased productivity;
 - Impact on colleagues;
 - Increased risk of violence in the workplace;
 - Loss of interest and engagement from staff.



FEELING:

Abandoned
Sad
Betrayed
Depressed
Empty inside
Incompetent
Incapable

Second-guessing yourself = lower self-esteem

NEEDS

- To be listened to;
 - To be taken care of, for her file to be handled;
 - To get feedback on how her file is progressing;
 - To make her understand that she has her place at her job;
 - To let her know that she will be helped.
-
- * DON'T JUDGE HER
 - * DON'T LEAVE HER HANGING
 - * DON'T CRITICIZE HER

WHAT SHOULD YOU DO?

- Inform the person concerned when possible
- Talk about it with the manager
- Call upon your union representative (file a grievance if need be)
- Lodge a complaint with the designated recipient (perhaps jointly with the grievance)

*In the meantime consult with a physician.

Request for compensation from CNESST (if *leave of absence*)

(*Jointly with the union representative = **(think about documenting yourself, emails, calls, etc.)**)

ACTING QUICKLY IS KEY

**YES IT'S POSSIBLE,
YOU CAN PREVAIL!**

- Those close to you
(spouse, family, friends)
- Have a goal, an objective

