

How Can a Lawyer Help?

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You may have self-doubt or feel you're "over reacting" when you experience sexual harassment, but it's important not to negate your feelings. If you are experiencing any uncertainty about how to proceed, a lawyer can help by outlining the process and answering questions, such as:

- Was this sexual harassment?
 - How should I respond to the harasser?
 - Should I report the harassment?
 - Are there steps I should take to protect myself against future harassment?
 - What can I do to prevent my employer from retaliating against me for reporting the conduct?
- It is your lawyer's job to guide you through the protections afforded to you under the law and to be your advocate.
 - If you are apprehensive about reporting the harassment, a lawyer can outline the options available, which can help you decide on the best path forward. For example, depending on your employer's policies, you may need to take specific steps when reporting sexual harassment, such as reporting the harassment to human resources or management before reporting to OH&S or another institution. If you choose this route, a lawyer can review workplace policies with you to determine who you can and should report to.
 - If you decide to proceed, a lawyer can help you draft a complaint outlining the incident. Reporting sexual harassment can be intimidating. Having a lawyer assist in drafting the complaint can give you the confidence to articulate the incident clearly and calmly.
 - A lawyer may be beneficial in the process that follows reporting. After a complaint is filed, your employer will begin an investigation into the incident. During the investigation, your lawyer can check in to ensure that the employer is taking the appropriate steps and that you're comfortable in your workplace throughout the process.

If you have experienced sexual harassment in the workplace that took place in Saskatchewan, you can apply to receive two hours of free legal advice through the Shift Project at shift.plea.org

Contact a lawyer if you experience any form of retaliation after reporting an incident of sexual harassment. Retaliation can take many forms, including write ups, discipline, and even termination. It is against the law for an employer to retaliate against an individual for reporting sexual harassment.

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LEGAL ADVICE

Legal advice is given by a lawyer, who explains and applies a law to your situation. When consulting a legal professional about workplace sexual harassment, a lawyer will explain what laws exist, how these laws apply to the sexual harassment you experienced, and what your legal options are moving forward. The purpose of legal advice is to provide you with a complete picture of your current situation and the legal options available to you.

RESOURCES

- The Shift Project: shift.plea.org/how
- Saskatchewan Human Rights Commission, saskatchewanhumanrights.ca
- Law Society of Saskatchewan, “Finding a Lawyer” Directory, lawsociety.sk.ca/for-the-public/finding-a-lawyer
- Public Legal Education Association of Saskatchewan (PLEA), plea.org
- Pro bono Law Saskatchewan, “Free Legal Clinics”, pblsask.ca/free-legal-clinics