

Enough Already Fact Sheet

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Who is Enough Already SK?

Launched in 2020, Enough Already is a multi-stakeholder coalition determined to address and prevent workplace sexual harassment in Saskatchewan. We are committed to working with government, business, industry associations, unions and community organizations to make workplaces throughout Saskatchewan safe for everyone.

OUR PARTNERS



PLEASE NOTE: The original legislation should be consulted for all purposes of interpretation and application of the law and people are encouraged to contact the appropriate agencies for further clarification. This information is not intended to replace legal advice and you may wish to connect with a lawyer.

Support your workplace in creating a harassment prevention strategy.

Encourage your employer in implementing best practice when it comes to harassment in the workplace. Rather than just having an anti-harassment policy, encourage there to be an overall strategy that has multiple components such as:

- Anti-harassment policy
- Policy review and compliance training
- Prompt incident investigation
- Leadership and management commitment
- Accountability for supervisors/managers
- Harassment prevention training
- Bystander intervention and workplace civility training
- Accountability mechanisms (specifically retaliation)
- Resources for employee support (ie. EFAP)
- Annual review of the strategy

Choose to be proactive. A harassment-free workplace is just good business.

Unaddressed harassment in the workplace can lead to:

- Negative impacts on health and well-being of workers
- Absenteeism
- Job dissatisfaction
- Lowered productivity
- Turnover
- Legal claims, settlements, damage awards
- Costly and time consuming
- Impact on the team or workplace (toxic workplace)
- Reputation harm
- Declines in profitability

How can Enough Already help Saskatchewan employers?

Enough Already provides support and strengthens your organization by offering free education and tools. Our team will work with you to respond to your unique workplace needs and help to prevent and manage harassment in your workplace. All training is provided free of charge. General educational presentations have been developed and are available for you to customize to meet the needs of your workplace.

We recognize that every workplace is different. The Enough Already SK team is happy to work with you to customize a presentation to meet the needs of your workplace. Please note that our workshops reference all types of harassment.

Our customizable workshops can include content such as:

- Overview of sexual harassment
- Relevant legislation and definitions
- Saskatchewan statistics
- Microaggressions
- Lateral violence
- Role of the Bystander
- Harassment policy versus strategy
- Impact of harassment in the workplace
- Impact of trauma on disclosures and investigations
- Local resources

Refer to our website www.enoughalreadysk.ca for further tools and resources such as:

- Resources for employees
 - Employment coaching
 - What to do if you experience sexual harassment at work
- Resources for employers
 - Employer responsibilities
 - Best practices
 - Employer toolkit
 - Workplace training options
- Local resources for further assistance

THE ENOUGH ALREADY TEAM



NICOLE WHITE is the Project Lead for Enough Already, a multi-stakeholder coalition determined to address and prevent workplace sexual harassment in Saskatchewan. Before joining Enough Already, Nicole worked in community for nearly two decades and focused her professional work on gender-based issues and engaging marginalized populations. She's a registered social worker and in her spare time, spearheaded the non-profit, Moon Time Sisters, getting free menstrual products to girls in northern Saskatchewan to improve access to education.



LINDSEY DAHL is a CPHR with over 14 years of professional HR experience. Her current role is a HR Business Partner with the Public Service Commission in Saskatoon. On the side of her role, she is contracted part time with the Enough Already project which aims to provide education and support to end workplace sexual harassment. Lindsey completed her Bachelor of Commerce Degree at the University of Saskatchewan in 2007, majoring in Human Resources. She also holds a Master of Arts degree in Conflict Analysis and Management from Royal Roads University. She has a strong interest in dispute resolution and empowering workplaces to embrace and manage conflict as it arises in order to create a healthy workplace culture.



MICHELLE KING is the Outreach and Education Consultant for Enough Already. She also works part-time as the Program Director for Leadership Saskatoon. Michelle has twelve years of program management experience across a variety of sectors and institutions including S.I.I.T, Dumont Technical Institute and the University of Saskatchewan. She is also the Mayor of Clavet. Michelle is passionate about helping others achieve their goals both personally and professionally.