

# **HARASSMENT PREVENTION AND RESPECTFUL WORKPLACE**

**RESOURCES**

# Harassment Prevention and Respectful Workplace Resources

## Harassment Prevention and Respectful Workplace Initiative

On Screen Manitoba and the Manitoba media production industry have launched a Harassment Prevention and Respectful Workplace initiative. This will include dialogue between IATSE, ACTRA, DGC, Film Training Manitoba, On Screen Manitoba, producers, productions and production companies.

The Harassment Prevention and Respectful Workplace initiative aims to create a respectful workplace where those who are subject to harassment can report incidents without fear of retribution.

Employers and employees will come together to compile resources, establish best practices and develop a positive culture.

The Workplace Safety and Health Act and Regulation requires employers to develop, implement and post a written harassment prevention policy in consultation with the workplace safety and health committee or representative (see [Manitoba Workplace Safety and Health Regulation, M.R. 217/2006, Part 10 — Harassment](#)). If there is no committee or representative, the employees at the workplace should be consulted.

Unions and Guilds in Manitoba address Discrimination and Harassment to varying degrees in their Collective Agreements and Contracts. Harassment Prevention/Respectful Workplace Policies are the responsibility of the employer.

While many production companies and productions in Manitoba have developed policies, there are still some that have not. A Harassment Prevention and Respectful Workplace Policy is the first step in promoting a positive culture in the workplace.

## Harassment Prevention Policies

Here are some important notes about Harassment Prevention Policies:

- You will need to identify a person or persons that complainants can report to:
  - In a production company, this person could be the designated HR person, a manager, a designated employee or member of the Safety Committee if there is one. It is helpful to have more than one designated person.
  - On a production, this could be a designated HR person, a manager, a designated employee or member of the safety committee if there is one. It is helpful to have more than one designated person.
- Employers must post a copy (or copies) of the Harassment Prevention Policy in a prominent place (or places) in the workplace.
  - Keep in mind that production workplaces are not always in enclosed buildings. Your policy could be posted in production vehicles, in trailers, at Craft Services, in lunch rooms, in green rooms and at background holding areas.
- On Screen Manitoba has developed Sample Harassment Prevention Policies for [Productions](#) and [Production Offices](#).

# Resources and Links

## On Screen Manitoba

- [Sample Harassment Prevention Policy for a Production](#)
- [Sample Harassment Prevention Policy for a Production Office](#)
- [Safety and Health Guidelines for the Manitoba Media Production Industry — Second Edition](#)

## SAFE Work Manitoba

- [SAFE Work Manitoba Guide — Preventing Harassment in the Workplace](#)
- [SAFE Work Manitoba — Sample Harassment Prevention Policy](#)
- [SAFE Work Manitoba — Harassment and Violence Prevention Workshop](#) (check the calendar for workshop details)
- [SAFE Work Manitoba — Other Resources](#)

## Manitoba Workplace Safety and Health Act and Regulation

- [Manitoba Workplace Safety and Health Act](#)
- [Manitoba Workplace Safety and Health Regulation](#)
- [Manitoba Workplace Safety and Health Act and Regulation Consolidated Document](#) (out of date)

## Manitoba Human Rights Code

- [Manitoba Human Rights Code](#) — Harassment is addressed in Section 19

## Canadian Human Rights Commission

- [Canadian Human Rights Commission](#)
- [What is Harassment?](#)
- [Anti-harassment policies for the workplace: An Employer's Guide](#)

## Canada Labour Code

- [Canada Labour Code](#)
- [Sexual Harassment is addressed in Section 125](#)

## Canadian Media Producers Association

- [Anti-harassment resources](#)

## Cultural Human Resources Council

- [Respectful Workplaces in the Arts](#) (CHRC's anti-harassment project)
- [HR Management Toolkit: Workplace Harassment and Violence](#)

## Directors Guild of Canada

- [HAVEN Helpline](#)
- ["So not cool" campaign](#)
- [DGC National](#)
- [DGC BC](#)

## ACTRA

- [HAVEN Helpline](#)
- [ACTRA Toronto](#)
- [ACTRA: Best Practices for Scenes Involving Nudity, Intimacy, Simulated Sex and Sexual Violence](#)

## Canadian Creative Industries Code of Conduct

In March 2018, Canada's creative industries, including On Screen Manitoba, adopted [The Canadian Creative Industries Code of Conduct to Prevent and Respond to Harassment, Discrimination, Bullying and Violence](#) to define appropriate and inappropriate behaviour, reinforce reporting systems and conduct education and training campaigns.

## Common Guiding Principles for Investors in Canada's Creative Industries

In April 2018, Canadian funding organizations in the creative industries, including Manitoba Film and Music, adopted [common guiding principles](#).

## Other Resources

- [Professional Association of Canadian Theatres & Equity — Not in Our Space Campaign](#)

**Do you know of a resource that should be added?  
Please send it to [info@onscreenmanitoba.com](mailto:info@onscreenmanitoba.com).**