

# KNOW YOUR RIGHTS

1

## Filing a police report for Sexual Assault under the Criminal Code

- You have the right to report sexual assault to the police no matter how long ago it happened.
- You have the right to report sexual assault if you work in the sex trade.
- You have the right to report sexual assault regardless of your immigration status.
- You have the right to report sexual assault when your former or current intimate partner is involved.
- You have the right to refuse the sexual assault evidence kit SAEK and still ask for police involvement.
- You have the right to report Online Criminal Harassment, cyberstalking, and online bullying to the police.
- You have the right to decide if you would prefer being interviewed by a man or a woman investigator. You have the right to be informed of the progress of the investigation promptly
- You have the right to complete a Victim Impact Statement, which gives you a voice in the criminal justice system.

2

## Freedom of Harassment in the Workplace under the Human Rights Code

- You have the right to work in an environment free from any form of harassment and unacceptable workplace behavior.
- You have the right to equal treatment concerning employment.
- You have the right to receive free legal advice service from the Human Rights Legal Support Center.
- You have the right to be free from unwelcome advances or requests for sexual favours made by a boss, supervisor, or another person in a position of authority. And free the rights to free from reprisal or threats of reprisal because of filing against the offender.
- You have the right to file a complaint with the HRTO if you believe you have experienced harassment or discrimination against you.
- You have the right to file Human rights applications against a hostile or unwelcoming workplace (poisoned environment) with facts.

3

## Civil Proceeding for wrongful dismissal

- You have the right to sue a former employer for wrongful dismissal
- You have the right to file a claim for severance pay or termination pay
- You have the right to obtain a legal advice
- You have the right to file a complaint with the Ministry of Labor (ESA complaint)
- You have the right to continued employment benefits throughout the ESA period
- You have a right to provide a statement of claim
- You have the right to file in small claims or superior court
- You have a right to go through mandatory mediation / pre-trial conference
- You have the right to ask for witnesses to testify
- All employees have the right to equal treatment concerning employment without discrimination

4

## Rights under Workplace legislation Employment Standard Act

- You have the right to work in an environment free from any form of harassment and unacceptable workplace behavior
- You have the right to take domestic or sexual violence leave in part days, full days, or in periods of more than one day
- You have the right to equal treatment concerning employment
- You have the right to file an investigation
- You have the right to refuse work
- You have the right to take a leave of absence
- You have the right to receive payment for the first 5 days of your leave
- You have the right to be treated the same way as employees who take pregnancy or parental leave