



Workplace Sexual Violence and Harassment Prevention (Ontario Bill 132)

Course Overview:

Workplace Sexual Violence and Harassment Prevention (Ontario Bill 132) introduces the concept of a respectful workplace and describes both appropriate and inappropriate workplace attitudes and behaviours.

Note: This course content aligns with the most recent version of Ontario's Occupational Health and Safety Act. The Act was amended in September 2016, in accordance with the government of Ontario's acceptance of Bill 132, *Sexual Violence and Harassment Action Plan Act (Supporting Survivors and Challenging Sexual Violence and Harassment)*

Who Should Take the Course?

This training course will help to empower employees and employers with the knowledge and skills necessary to recognize, prevent, and respond effectively to sexual violence and harassment in the workplace, fostering a culture of respect, safety, and dignity for all.

Course Objectives:

Upon course completion, participants will have an understanding of:

- Acceptable and unacceptable workplace behaviours
- The laws addressing workplace harassment and violence, including sexual harassment
- The policies and practices that must be implemented and followed in Ontario workplaces
- The responsibilities of employers and workers, with regard to supporting safe, respectful workplace environments
- Appropriate response in situations involving harassment or violence

Evaluation Process:

There are three modules to the training, at the end of each module there is a test. Participants must successfully complete the test before continuing to the next section. Participants that do not achieve a passing score of 100% can review the module content and try as many times as necessary to advance and complete the course.

Upon successfully completing all modules, there is a printable certificate for your records.

Course Duration:

This online course is self-paced. Participants may leave the course at any time and can resume where they left off. The duration will depend on the individual participant and their prior knowledge of the subject matter. On average, the course will take about 1.5 hours to complete.