











## **5. Taking Action to Stop and Prevent Harassment**

In taking action to stop harassment and prevent its reoccurrence, Prai(a)-13.5 (n)]TJ 0 Tc 0 ,



**6.2** This action may include:

6.2.1 Requiring certain contractors and their workers to accept and meet the terms of the harassment administrative procedure and removing workers who participate in harassment from the workplace.

**6.3** Where an individual has been asked to stop abusing or harassing a worker and does not, workers are authorized to end telephone conversations, politely decline service and to ask the individual to leave the workplace.

**7. Malicious Complaints**

**7.1** It is uncommon for someone to make a false claim deliberately, but it can happen. Where an investigation finds a complainant has knowingly made a false allegation, the complainant will be subject to appropriate discipline.

**8. Other Options for Complainants**

**8.1** Nothing in this administrative procedure prevents or discourages a worker from referring a harassment complaint to Occupational Health & Safety.

**8.2** A worker may also file a complaint with the Saskatchewan Human Rights Commission under *The Saskatchewan Human Rights Code*.

**8.3** A worker also retains the right to exercise any other legal avenues available.

Reference: Section 85, 87 Education Act  
Human Rights Code  
The Occupational Health and Safety  
Regulations, 1996  
Employment Standards Act  
Canadian Charter of Rights and Freedoms  
STF Code of Ethics