

## WORKPLACE SEXUAL HARASSMENT LEGAL ADVICE PROGRAM

Sexual harassment at work is a harmful experience, but it is unfortunately quite common. In Canada, workplace sexual harassment is against the law. Workplace sexual harassment takes away your human right to enjoy a safe workplace that is free from harassment and discrimination.

If you are facing or have faced workplace sexual harassment, you can get up to four hours of free legal advice to help you decide how to deal with it. You might not know your rights or how the law works for you and for your employer. We can help with that.

This program is completely confidential.

*In Nova Scotia, more than one-third of women have faced unwanted sexual behaviour at work, which is about twice as common as for men. Women who are racialized, or are new to Canada, or who have a disability are even more likely to face sexual harassment at work. Though statistics have not been collected, we also know that rates of workplace sexual harassment for trans and non-binary people are high. The most frequently reported unwanted behaviour is inappropriate sexual jokes, though there are many different behaviours that can be considered sexual harassment under the law.*

### HOW DOES THIS SERVICE WORK?

If you feel that you have experienced sexual harassment in your workplace anywhere in Nova Scotia, you can contact us in one of two ways:

 by telephone, toll free in Nova Scotia, at **833-407-3600**

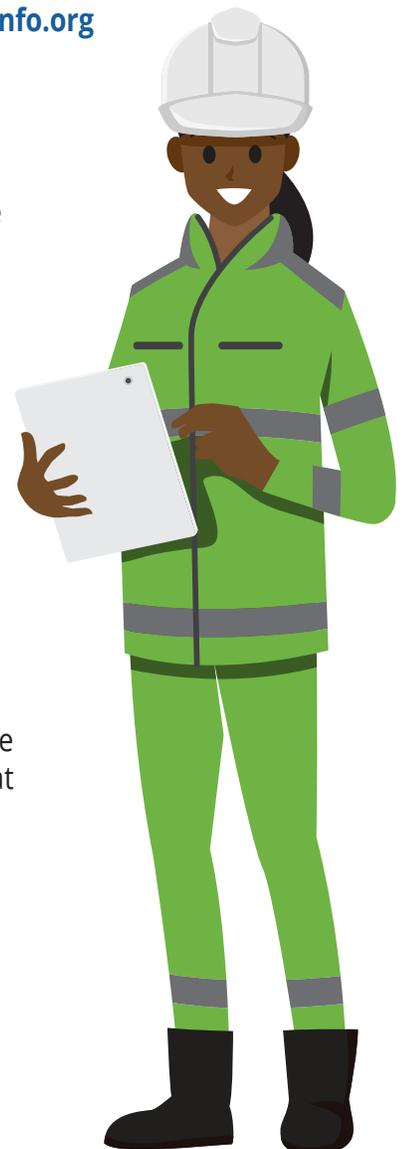
 by email at **[safeatwork@legalinfo.org](mailto:safeatwork@legalinfo.org)**

If you call, please leave a message telling us how to reach you and if it is safe to leave a return message when we call you back.

We will get back to you right away to arrange a meeting with a lawyer.

### IS THIS SERVICE CONFIDENTIAL?

We collect only the information we need to set up a meeting with a lawyer. We may ask you for an email address so we can send you a survey that will help us understand how to improve our program. The survey is optional and completely anonymous.



The Legal Information Society of Nova Scotia will share some statistics with our funder, the federal Department of Justice. They will want to know how often Nova Scotians use the program and what part of the province they live in. The information we share will not identify anyone using the program.

## WHAT CAN I EXPECT WHEN I TALK WITH THE LAWYER?

You might meet with the lawyer over the telephone or in person. It will depend upon what is right for you.

Our lawyers are trained to help you take the right action to deal with what has happened at your workplace. They are also trained to work with clients who may feel traumatized.

At your first appointment, the lawyer will tell you about your rights and ways you can deal with what is happening at work. Everyone's situation is different, and the lawyer will answer questions and provide guidance about your work situation and experience.

You and the lawyer may use your four hours in the way that works best for you. For example, your first meeting might be two hours, and you might have another appointment later on.

You might not need four hours of legal advice. If your issue is complex, you might feel that you need more than four hours. If you need more time, phone or email us and we will do our best to help.

## IS THERE A COST?

No. You can get up to four hours of free legal advice.

## IF I SEE A LAWYER, DO I HAVE TO TAKE LEGAL ACTION?

You are in control, and what you do next is entirely up to you.

For some people, taking legal action to deal with a sensitive matter can be overwhelming. You may take any of the steps or options that the lawyer tells you about, or you may do nothing. Our program aims to help you better understand your options so that you can make the choices and take the actions that are best for you.

## OTHER INFORMATION:

Visit [legalinfo.org](http://legalinfo.org) for more information.

## WORKPLACE SEXUAL HARASSMENT IN NOVA SCOTIA.

The law is there to protect you.

## WE'RE HERE TO HELP YOU.

 TOLL FREE: 1-833-407-3600

 EMAIL: [safeatwork@legalinfo.org](mailto:safeatwork@legalinfo.org)

[www.legalinfo.org/safeatwork](http://www.legalinfo.org/safeatwork)



**LEGAL INFO**<sup>i</sup>  
NOVA SCOTIA

The Legal Information Society of Nova Scotia is a non-profit charity that gives free information about the law and about legal rights and responsibilities.

Canada

The Government of Canada, through the Department of Justice, graciously funds the Workplace Sexual Harassment Legal Advice Program.