

Safe Workplaces for All

Addressing Sexual Harassment in Canadian Mining



Photo courtesy of Agnico Eagle

What is Safe Workplaces for All?

Everyone has the right to work in a safe, respectful and welcoming environment. However, sexual harassment and violence continue to occur in the mining workplace. The Safe Workplaces for All project supports mining and mineral exploration companies to expand their knowledge of, and response to, sexual harassment in the workplace by developing and disseminating public legal education and information (PLEI) on workplace sexual harassment to employers, unions and employees.

Through industry collaboration, the project will build capacity to support strategic, sector-wide measures that help to address sexual harassment and, in turn, support a mining workplace that is safe, respectful, inclusive and welcoming for all.



What are Safe Workplaces for All's Objectives?

Safe Workplaces for All aims to raise awareness of sexual harassment, the rights and responsibilities associated with addressing sexual harassment, and develop the capacity of individuals and organizations to treat harassment-related concerns. Specifically, its objectives are to:

1. Support exploration and mining companies to identify sexual harassment and violence, effectively respond to allegations and understand and comply with legislated requirements.
2. Identify effective policy and procedural approaches to mining sector sexual harassment and violence.
3. Affect systemic, organizational change that will minimize the frequency of sexual harassment and violence and advance inclusion and safety within the mining sector.
4. Enhance understanding of sexual harassment and violence in the mining sector to identify next steps for research, action, strategic engagement and partnerships.

How will Safe Workplaces for All Achieve its Objectives?

PLEI development takes the following themes into consideration:

- Sexual harassment/violence
- Trauma-informed responses
- Intersectionality
- Gendered behaviours
- Gender diversity
- Masculinized workplace cultures
- Respectful & equitable workplaces
- Occupational Health & Safety (including psychological health & safety)

Project activities include:

- Researching sexual harassment legislation, government investigations, existing codes of conduct, policies/procedures, effective practices in related sectors.
- Initiating and evolving partnerships and advancing dialogue.
- Creating legal and educational resources regarding rights and responsibilities that are culturally-relevant and trauma-informed for employees, employers, complainants and human resource professionals.
- Promoting project, research and educational materials.
- Developing a capacity-building mechanism such as a network or working group.

Benefits of Safe Workplaces for All

Safe Workplaces for All will provide mineral exploration and mining companies, unions and employees with an overview of legislative frameworks and a report that examines effective sexual harassment and violence policies and procedures focused on mining and related sectors. It will also provide an analysis of relevant government-based recommendations resulting from commissions and taskforces.

The project and final PLEI materials will enable employers, unions, employees and potential complainants and witnesses to build capacity regarding their rights, responsibilities and supports.

Contact inclusion@mihr.ca for more information and to learn how you can get involved with Safe Workplaces for All.

Photo courtesy of Rio Tinto

About the Mining Industry Human Resources Council

MiHR is Canada's knowledge centre for mining labour market information. An independent, non-profit organization, MiHR leads collaboration among mining and exploration companies, organized labour, contractors, educational institutions, industry associations and Indigenous groups to identify opportunities and address the human resource and labour market challenges facing the Canadian minerals and metals sector.



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