



## OTHER OPTIONS

**D**epartmental employees who feel they have been harassed can also pursue the following routes to have their problem settled. *Please note that locally engaged staff who are not Canadian citizens do not have access to the Human Rights Commission or to the Public Service Commission's Investigations Directorate.*

**File a Harassment Grievance:** An employee can file a harassment grievance according to the procedures outlined in his or her collective agreement. Non-union employees may also file a harassment grievance under the departmental grievance procedure. If an employee files a grievance and a formal complaint at the same time, he or she will be asked to decide which process will go forward first.

**Apply to the Canadian Human Rights Commission:** The Human Rights Commission handles complaints about workplace harassment or discrimination against someone because of that person's *race, national or ethnic origin, colour, religion, age, sex, marital or family status, physical or mental disability or conviction for an offence for which a pardon has been granted. The Commission will also deal with workplace harassment or discrimination complaints on the basis of sexual orientation.*

**File a Complaint with the Public Service Commission (PSC):** Employees can also file complaints about harassment (and other forms of discrimination) with the Public Service Commission's Investigations Directorate. The Investigations Directorate acts like an appeals body. Normally, the complaint must have already gone through the departmental complaint resolution process.

The PSC usually conducts inquiries if an employee filing a complaint is not satisfied with the findings of the internal investigation. The PSC will not investigate a complaint based on behaviour that happened more than a year before the complaint was filed or if it believes the complaint to be

frivolous, vexatious or made in bad faith. The PSC will also not investigate complaints that could be handled by the Canadian Human Rights Commission.

## USEFUL CONTACTS AND NUMBERS

Director General, Client Services Bureau,  
Tel. 995-3549, Fax 944-0884

Advisor on Harassment, Client Services Bureau,  
Tel. 995-0686, Fax 996-2479

Director, Locally Engaged Staff, Tel. 996-2456,  
Fax 944-1448

Employee Assistance Program, Tel. 992-6167

Employment Equity Co-ordinator, Tel. 996-3520,  
Fax 944-0439

Ombudsman, Tel. 944-1524, Fax 944-1160

Local Human Resources Officer

Union Representatives

Public Service Commission Investigations  
Directorate, Tel. 996-4200

Canadian Human Rights Commission,  
Tel. 995-1151