

disadvantage of the victim (Aggarwal, 1991, pp. 4-6). This liability extends to agents and all supervisory personnel, but could extend to line employees in certain circumstances (Aggarwal, 1991). The Canada Labour Code also states that every employee has a right to a workplace which is free of sexual harassment and that every employer shall make a reasonable effort to ensure that every employee is protected from harassment.

The Canadian employer has the responsibility to issue a policy statement which must include: " a) a definition of sexual harassment that is substantially the same as the one contained in the Code; b) a statement that every employee is entitled to employment free of sexual harassment; c) a statement that the employer will make every reasonable effort to ensure that no employee will be subjected to sexual harassment; d) a statement that the employer will take appropriate disciplinary action against any person under his direction who subjects any employee to sexual harassment; e) a statement outlining how complaints of sexual harassment may be brought to the attention of the employer; f) a statement that the confidentiality of the complainant will be maintained except where disclosure of the complainant's name is necessary for purposes of investigating the complaint or taking disciplinary action in relation to the complaint; and g) a statement informing employees of their rights under the Canadian Human Rights Act to seek redress under that Act in respect of sexual harassment. The employer is obligated to ensure that all persons under his direction are made aware of the policy statement" (Canadian Master Labour Guide, 1986, p. 225).