

# WHAT IS HARASSMENT?

You have a right to be treated with respect. When you are not, it may be a kind of unfair treatment called harassment

## AM I BEING HARASSED?

Are you an employee, a customer, a client, or a tenant? Is your boss, someone you work with, someone in an office or a business, or your landlord, doing any of these things?

- touching or grabbing you in a way you don't want
- making rude comments or jokes
- using dirty words about you or others
- calling you rude names
- embarrassing you
- threatening you
- asking for sex for something
- showing or looking at pictures about sex
- sending you notes that upset you
- treating you in a way that takes away your self-respect
- wrecking things that belong to you

Then you or maybe a group you belong to are being harassed.

There is a law against harassment, even if it is not done on purpose.

## WHAT CAN I DO TO STOP IT?

The Yukon *Human Rights Act* says that employers, landlords, businesses, and organizations which deal with the public cannot let anyone harass you. You can make a complaint against them if they do.

You can make a complaint under the Yukon *Human Rights Act*.

## **ARE THERE LIMITS TO WHAT I CAN COMPLAIN ABOUT?**

You can complain about harassment that takes place in one of these places:

- your job,
- a business or service you use,
- or where you are renting housing.

The Human Rights Commission can take a complaint only if the harassment is because of:

- your sex
- your skin colour or race
- the country you come from or your culture
- your first language
- your religion or beliefs
- your age
- a physical or mental disability
- your pregnancy
- whether you are married, single, divorced or living with someone
- whether you are a parent
- whether you are related to someone with any of the characteristics listed
- you are gay, lesbian, straight, bisexual, or other sexual description
- your criminal record or charges
- your income if it comes from a pension, social assistance, employment insurance, Worker's Compensation or other disability benefits.

Even if the person harassing you does things to you because they think you are any of these things, and it is not true, it is still harassment. Or if they are doing things to you because you are spending time with people who are any of these things, it is harassment. You can make a complaint.

## **DO I HAVE TO MAKE A COMPLAINT?**

No. There are things you can do about harassment without making an official complaint. Look at the page that says "What can you do if you are being harassed?"

## **WHERE DO I GO TO GET HELP?**

Whatever you choose to do, you can ask for advice and help from the Yukon Human Rights Commission. Talking to a staff person at the Commission will be kept confidential.

For information contact:

Yukon Human Rights Commission  
101-9010 Quartz Road  
Whitehorse, Yukon, Y1A 2Z5  
Phone (867) 667-6226 or 1-800-661-0535  
E-mail: [humanrights@yhrc.yk.ca](mailto:humanrights@yhrc.yk.ca)

**SHOWING RESPECT AND MAKING EVERYONE FEEL INCLUDED IS EVERYONE'S  
BUSINESS. DO YOUR PART TO BUILD A HEALTHY AND RESPECTFUL  
COMMUNITY.**

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