

By September 8, 2016, Ontario employers must comply with Bill 132, an amendment to the OHSA as well as other legislative docs. Bill 132 is one of the pieces of the [\*Sexual Violence and Harassment Action Plan Act \(Supporting Survivors and Challenging Sexual Violence and Harassment\), 2015\*](#), developed by the liberal government which imposes new requirements on how employers deal with sexual harassment complaints as a part of their established Violence and Harassment program

Bill 132, among other things, requires an employer to prepare a written program to implement the organization's workplace harassment policy which includes a process for investigating incidents or complaints of workplace harassment including sexual harassment complaints. Failure to do so can result in the Ministry of Labour ordering a costly investigation of a complaint by a third party investigator at *your* expense.

In our experience, most employers have **NOT** prepared a *written* program to implement its workplace harassment policy. Has your organization done so?

The Beyond Rewards Team is offering a two-part, fixed fee service to help employers comply with these obligations.

#### Part One

One of Beyond Rewards HR Specialists will speak to you to determine whether or not your workplace has complied with both the existing and new program requirements

#### Part Two

After a thorough review, Beyond Rewards will provide your organization with cost effective solutions to update/create your program and training for your staff thus taking the burden off your shoulders.

If you are interested in finding out more information about our *Sexual Violence and Harassment Action Plan Act* compliance program, please call us at 519-821-7440 or email us at [HR@beyondrewards.ca](mailto:HR@beyondrewards.ca) and plan to attend our lunch and learn on September 12<sup>th</sup>. Call to register.

*For over 25 years, Beyond Rewards Inc. has been assisting employers with HR and Safety. If you have any questions, you can contact us at 519-821-7440 or email us at [HR@beyondrewards.ca](mailto:HR@beyondrewards.ca).*