

Thursday, June 14, 2018

The Subcommittee on Human Resources of the Standing Committee on Internal Economy, Budgets and Administration (CIBA) has the honour to present its

FIRST REPORT

On December 5, 2017, your subcommittee was given the mandate by CIBA to conduct a review of the *Senate Policy on the Prevention and Resolution of Harassment in the Workplace*. The subcommittee is composed of the Honourable Senators Jaffer, Moncion, Saint-Germain, Tannas and Tkachuk.

Your subcommittee held two meetings in camera with Senators, union representatives and Senate staff representatives on May 29 and June 5, 2018. During the second meeting, the subcommittee also heard from an expert witness on the subject of sexual harassment. In addition, it held a public meeting with independent experts on June 12, 2018. On June 19, 2018, the subcommittee will next be hearing from other experts to assist members in presenting to CIBA and the Senate recommendations on necessary updates to the Senate harassment policy.

In accordance with its proactive approach and based on the witness testimony it received, the subcommittee believes that there is an immediate need for mandatory and customized training in the prevention of harassment and violence in the Senate. This training should take into account the harassment training program provided by the House of Commons. It is presenting this interim report with the following recommendations:

That the Human Resources Directorate be instructed to coordinate mandatory training on the prevention of harassment in the workplace for all Senators, which takes into account the training provided to Members of Parliament, to be conducted by December 31, 2018;

That all individuals who have supervisory or managerial responsibilities within the Senate Administration attend mandatory training by December 31, 2018;

That Senators' staff, along with employees of the Senate Administration, also attend mandatory training by the end of the fiscal year on March 31, 2019; and

That the Human Resources Directorate report back to CIBA on the participation rate, including the names of all participants of the mandatory training sessions, by April 30, 2019.

Your subcommittee submits that these recommendations are in accordance with the framework proposed by Bill C-65, *An Act to amend the Canada Labour Code (harassment and violence)*, the *Parliamentary Employment and Staff Relations Act* and the *Budget Implementation Act, 2017, No. 1*, which, as currently written, would require the training of employers as well as their employees in the prevention of workplace harassment and violence. Your subcommittee acknowledges that further guidance with respect to training may be provided by regulatory amendments intended to come into force concurrently with Bill C-65 in the fall of 2019.

Respectfully submitted,

RAYMONDE SAINT-GERMAIN
Chair