

## Fact Sheet

# ONTARIO-QUÉBEC LABOUR MOBILITY AGREEMENT

### DEALING WITH HARASSMENT IN ONTARIO

#### What is harassment?

Harassment occurs when a contractor or a worker who has the right to work on a construction site is intimidated, threatened or challenged in some way. Various persons, including the following, may commit harassment:

- contractor;
- site supervisor;
- worker;
- representative of the Ontario government.

Harassment can be verbal or physical and can include repeated aggressive questioning, offensive gestures or language, or being told to leave a work site and not return.

If you feel that you, your family or your property are threatened with injury or damage, you should call the police. In addition, you still have the right to call Québec's Official Contact (see contact information below) to complain and report what you told the police.

#### What should I do if I have been harassed?

***Report what happened to the Official Contact for Québec at the Commission de la construction du Québec.***

The governments of Québec and Ontario have adopted a zero tolerance policy when it comes to harassment committed against persons working outside their province. This fact sheet is intended for Québec contractors and workers who believe that they have been the victim of harassment on a construction site in Ontario. Québec and Ontario are taking preventive measures to combat harassment and have established a procedure for dealing with harassment complaints. For more information, contact the Service à la clientèle of the Ministère du Travail at 418 643-4817 or at 1 800 643-4817.

The Official Contact has been appointed by the Minister of Labour to resolve complaints and conflicts related to working in Ontario. Services are offered in French and English, and every effort will be made to preserve confidentiality. The Official Contact will also make every effort to ensure that your rights are maintained during the resolution process.

***Be prepared to provide the following information:***

- a description of what happened;
- the date and place of the occurrence;
- the people involved;
- relevant documents (notes, signs, letters) or name of witnesses;
- the resolution that you would like to see.

Québec's Official Contact will work with Ontario's Official Contact to resolve the complaint in 48 hours. Complaints that are supported will be sent to the appropriate organization or agency in Ontario for an investigation.

If the investigation indicates that the complaint was justified, Ontario's Official Contact will promptly rectify the situation or request that the organization(s) involved take immediate action to resolve the complaint.

If the Official Contacts are unable to resolve your complaint, it will be handled through a formal dispute resolution process involving senior officials of both governments. This process is designed so that a dispute is either resolved in eight days or referred to the ministers of labour for both provinces.

## **Official Contact for Québec**

**Mme Josée Fortier, director**

Commission de la construction du Québec

Direction de la qualification professionnelle  
3530, rue Jean-Talon Ouest  
Montréal (Québec) H3R 2G3  
Telephone: 514 341-7740, extension 6369  
Fax: 514 341-0719

## **Further information**

For general assistance or information, contact:

Ministère du Travail

Service à la clientèle  
200, chemin Sainte-Foy, 6<sup>e</sup> étage  
Québec (Québec) G1R 5S1  
General information: 418 643-4817 or 1 800 643-4817  
Fax: 418 528-0559  
E-mail: [service\\_clientele@travail.gouv.qc.ca](mailto:service_clientele@travail.gouv.qc.ca)

Visit the web site of the Ministère du Travail:

[http://www.travail.gouv.qc.ca/actualite/mobilite\\_main\\_d\\_oeuvre/index.html](http://www.travail.gouv.qc.ca/actualite/mobilite_main_d_oeuvre/index.html) .