



Reporting Contacts and Post-Incident Supports

References to support the Manitoba Legislative Assembly Respectful Workplace Policy: Addressing and Preventing Sexual Harassment, Harassment and Bullying

This information is available in alternate formats upon request.

Introduction

Employees who have been impacted by inappropriate conduct (e.g. sexual harassment, harassment or bullying) have multiple avenues to report the behaviour or seek support and assistance.

Reporting Contacts

Complaints of inappropriate behaviour can be reported to the following contacts:

Immediate supervisor or any level of management

Employees can make a complaint verbally or in writing to their immediate supervisor, to any level of management.

Constituency Assistants and MLAs should report any complaints of inappropriate behavior directly to Human Resource Services.

Human Resource Services

Incidents of inappropriate behaviour can also be reported to Human Resource Services staff:

Carrie Perumal
Director, Human Resource Services
204-794-3963

Amanda McLaughlin
Manager, Human Resource Services
204-945-5821

Teaghan Kuly
Human Resource Consultant
204-390-7742

Rosanna Tejeda
Human Resource Consultant
204-945-6395

Post-Incident Supports

In addition to management and Human Resource Services, the following contacts can offer additional support and advice to employees impacted by inappropriate behaviour:

Internal Supports and Resources

- **Employee and Family Assistance Program (EFAP):** The EFAP is a voluntary, confidential, short term counselling service. The EFAP also provides informal workplace interventions and mediation/alternate dispute resolution that can assist with workplace restoration.
 - **For employees of the Legislative Assembly and Constituency Assistants:** call 204-945-5786 or 1-866-668-4916 or visit <http://www.manitoba.ca/csc/aboutcsc/efap/index.html>.
 - **For Members of the Legislative Assembly:** call 1-866-289-6749 or visit mycanadalifeatwork.com
- **Organization and Staff Development (OSD):** OSD provides a variety of workshops related to respect at work within the Manitoba government, which can be accessed through OSD's Learning Management System at <http://osd.learnflex.net>. Workshops offered include:
 - Respectful Workplace and Harassment Prevention (Online)
 - Building Respectful Workplaces for Managers (two-day workshop)
 - Building Respectful Workplaces for Employees (one-day workshop)

For more information, please visit <http://www.gov.mb.ca/csc/osd/> or call 204-945-2276.

- **Safe Walk:** The Protective Services Safe Walk Program ensures that all staff have the option of an accompanied walk from their work location to their parked vehicle or bus stop located nearby. For more information, please call (204) 945-3700 or visit: intranet.mbgov.ca/justice/pubsafe/security/Pages/secaware.aspx

Additional Supports and Resources

- **Klinik Community Health:** This resource provides a full range of health related services from medical care to counselling and education. Please visit: <http://klinik.mb.ca/>
- **Klinik in Brandon – Manitoba Farm, Rural and Northern Support Service (MFRNSS):** This resource provides telephone and online counselling to farmers, rural and northern Manitobans. The MFRNSS houses a Rural Mental Health Resource Centre with books, videos and articles related to rural, northern, Indigenous, and agricultural mental health. Please visit: <https://supportline.ca/>
- **Manitoba Justice – Victim Services:** This resource offers free services to victims of serious crimes including domestic violence and sexual assault. Please visit: <https://www.gov.mb.ca/justice/vs/pubs/supportvictims.pdf>
- **You Are Not Alone:** This website provides a range of information and resources related to sexual violence, including sexual assault, stalking, and sexual harassment. For more information, please visit: <https://www.gov.mb.ca/youarenotalone/index.html>