



# #MeToo: Where are we now?

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DOUBLE ISSUE

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# Person of the Year

# TIME

**THE  
SILENCE  
BREAKERS**

THE VOICES  
THAT LAUNCHED  
A MOVEMENT



time.com

Now, 100% Awareness ... right?

# Or wrong?

- Study published in 2018 by Angus Reid Institute
- “Movement or Moment?”
- Attitudes and mindsets in Canadian workplaces
- N = 2004

For each of the following, please indicate whether you personally consider that to be acceptable or unacceptable in the workplace?  
Percentage saying "Acceptable"

	Total (2,004)	Men			Women		
		18-34 (217)	35-54 (351)	55+ (411)	18-34 (363)	35-54 (348)	55+ (314)
Expressing sexual interest in a co-worker	16%	30%	19%	12%	19%	14%	6%
Standing very close to a co-worker in their personal space	15%	24%	18%	11%	15%	16%	11%
Displaying, sharing or looking at materials that some might consider sexually suggestive	15%	26%	16%	12%	17%	12%	11%
Telling "off-colour" jokes at work	14%	27%	18%	8%	13%	16%	10%
A boss kissing the cheek of an employee	14%	20%	15%	13%	9%	14%	15%
Making a comment about a colleague's body (legs, figure etc.)	13%	25%	15%	13%	11%	9%	12%
Giving a colleague an uninvited shoulder rub	9%	19%	8%	6%	6%	10%	10%
Using sexualized language in a work conversation	7%	20%	9%	2%	7%	6%	3%
Reading a pornographic magazine at one's workstation on lunch break	4%	13%	5%	3%	2%	3%	1%
Making gestures of a sexual nature	3%	14%	4%	1%	2%	3%	1%

For each of the following, please indicate how personally you consider that to be acceptable in the workplace?  
 Percent "acceptable"

What??!

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# Case Law



# Legislative Responses



# Employer's Obligations

- Safe workplace
- Thorough and fair investigations
- Workplace culture





These materials are intended to provide brief informational summaries only of legal developments and topics of general interest.

These materials should not be relied upon as a substitute for consultation with a lawyer with respect to the reader's specific circumstances. Each legal or regulatory situation is different and requires review of the relevant facts and applicable law.

If you have specific questions related to these materials or their application to you, you are encouraged to consult a member of our Firm to discuss your needs for specific legal advice relating to the particular circumstances of your situation.

Due to the rapidly changing nature of the law, Stewart McKelvey is not responsible for informing you of future legal developments.