



July 20, 1995

TO: All practicing-in and non-practicing-in members

Re: Gender Equity Committee – Sexual Harassment Policy

Enclosed are two sexual harassment policies which have been approved by the Benchers and may be adopted by firms wishing to do so. One, suggested by the American Bar Association, is very brief. The other, prepared by the Gender Equity Committee with the assistance of the CBA (Saskatchewan Branch) Committee to monitor gender issues is more detailed, provides examples and sets out to some extent the procedures for pursuing a complaint. Adoption of either of these policies is not mandatory. However, with the growing trend towards ultimate responsibility for employers, all firms are encouraged to have a sexual harassment policy of some type in place.

You will note that the longer policy utilizes the concept of a panel of volunteers to carry out the advisor/investigator roles. The Gender Equity Committee recognizes that many small firms simply would not have sufficient personnel to deal with sexual harassment complaints in the manner envisaged by the policy. The Law Society will arrange for the training of the volunteers but those volunteers will **not** be a “pipeline” to the Law Society regarding sexual harassment complaints unless the parties wish a complaint to proceed to the Law Society. Complainants are free to make complaints to the Law Society in any event.

Members wishing to act as a volunteer advisor/investigator on sexual harassment complaints for other firms may contact our office. We hope to have a panel of approximately half a dozen. We will be arranging for training as soon as possible.

Yours truly,

A. KIRSTEN LOGAN, LL.B.
Secretary