

NAME: \_\_\_\_\_

# Workplace Violence & Harassment WEBQUEST



## Instructions:

- 1) Access this document on the **Wiki**.
- 2) Hold down **CONTROL** and **left-click** the mouse to follow each link.
- 3) For each site you visit, complete the accompanying questions in this booklet. *\*Note: You may not need to read the entire site to answer the questions.*
- 4) Hand in your completed booklet to Ty by \_\_\_\_\_.

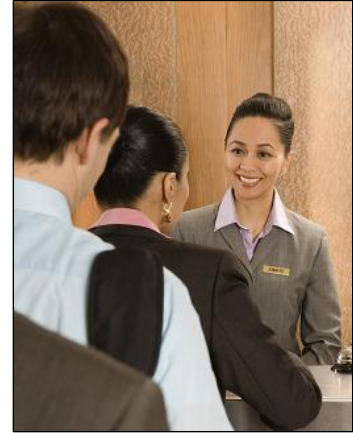
# Topic #1: The Laws in Ontario

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Visit the following website:

<http://www.labour.gov.on.ca/english/hs/topics/workplaceviolence.php>

*“Everyone should be able to work without fear of violence or harassment, in a safe and healthy workplace. Violence and harassment in the workplace are not tolerated in Ontario.”*



1. Which Ontario **Ministry** does this website belong to?

Ministry of \_\_\_\_\_

a. Which word best describes a *ministry*? (Choose one)

charity

person

church

department

2. When were changes made to the *Ontario Health and Safety Act (OHSA)* to strengthen protection for workers from workplace violence and harassment?

\_\_\_\_\_

3. **Watch the video** that's on the front page of this website.

How long was the video? \_\_\_\_\_

4. Locate the **Brochure** from the list of Resources to answer the following questions:

a. *Workplace violence* refers to:

- The exercise of \_\_\_\_\_ against a worker, in a workplace, that causes or could cause physical injury.
- The \_\_\_\_\_ to exercise physical force.
- A \_\_\_\_\_ or \_\_\_\_\_ that is reasonable for a worker to interpret as a threat.

b. List **two** activities that increase the risk of workplace violence:

- \_\_\_\_\_
- \_\_\_\_\_

c. Workplace *harassment* means engaging in a course of \_\_\_\_\_ comment or conduct against a worker in a workplace that is known or ought reasonably to be known to be unwelcome.

d. What is the best meaning of the word *vexatious*?

- |                                     |                                    |
|-------------------------------------|------------------------------------|
| <input type="checkbox"/> constant   | <input type="checkbox"/> enjoyable |
| <input type="checkbox"/> irritating | <input type="checkbox"/> violent   |

e. If you find yourself in a situation where you are facing violence or harassment in the workplace, what should you do?

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# Topic #2: Human Rights

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Visit the following website:

<http://www.ohrc.on.ca/en/book/export/html/4648>

*“Human Rights issues touch our lives everyday. We want a healthy workplace. Our friends and family come from around the world. They may be getting older, or have a disability. Our children’s friends may have same-sex parents or one parent.”*



1. What year was Ontario’s **Human Rights Code** first established? \_\_\_\_\_

2. What is **discrimination**?

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3. What forms does discrimination take? *(Check all that apply)*

- |   |  |
|---|--|
| <input type="checkbox"/> targeting one person | <input type="checkbox"/> targeting a group of people |
| <input type="checkbox"/> harassment           | <input type="checkbox"/> racial profiling            |

4. What is a **poisoned environment**?

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# Topic #3: Lois Jensen Vs. Eveleth Taconite

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Visit the following website:

[http://en.wikipedia.org/wiki/Jenson\\_v.\\_Eveleth\\_Taconite\\_Co.](http://en.wikipedia.org/wiki/Jenson_v._Eveleth_Taconite_Co.)

*“What are you supposed to do when the ones with all the power are hurting those with none? Well for starters, you stand up. Stand up and tell the truth. You stand up for your friends. You stand up even when you’re all alone.”* – Bill White



1. This case was the first \_\_\_\_\_ lawsuit in the United States.

2. What does a *class action* lawsuit refer to?

- a claim made by a group of people
- a lawsuit against an employer
- it is resolved by a settlement
- a case that catches people’s attention

3. What industry did Lois Jensen work in? \_\_\_\_\_

4. Give **two examples** of the type of behavior that Lois and her female coworkers had to endure from male employees:

- \_\_\_\_\_
- \_\_\_\_\_

5. The case was eventually settled in \_\_\_\_\_. How many years had passed since the lawsuit was first filed?

\_\_\_\_\_