

Gathering of the Parliamentary Network for Gender Equality:
Achieving Balance in the World of Work

WORKSHOP ON PREVENTING AND ADDRESSING SEXUAL HARASSMENT IN THE WORKPLACE

Tuesday, June 18, 2019

Lunch, 13:00 - 14:30
Fifth Floor Restaurant, Senate of Mexico

Training session, 14:30 - 18:30
Room Seven, Senate of Mexico

Facilitated by Haran Ramkaransingh, Director of Legal Services, Equal Opportunities Commission of Trinidad and Tobago

This session will examine the problem of sexual harassment in the workplace as an obstacle to human rights and gender equality. Drawing examples from the region, it will provide an overview of the legal principles underlying national legislation on this issue and explore how these frameworks can be adapted for protocols or codes of conduct to prevent harassment within parliamentary institutions. The session will also present voluntary practices that parliamentarians can champion to promote cultures of respect and wellbeing for all employees, and by extension, achieve greater productivity, morale, and justice in their places of work. Participants will be invited to consider how #MeToo and other recent social movements are successfully raising the bar on acceptable behaviour and establishing greater accountability in cases of harassment or discrimination.

- 14:30 Welcoming remarks
- Senator Antares Vázquez Alatorre (Mexico), host of the gathering and Member of the Board of Directors of ParlAmericas

I. Definitions and manifestations of sexual harassment in the workplace

- 14:40 **What is sexual harassment? What is it not?**
- Introduction to the concept (*quid pro quo* and hostile environment) and scope of the problem
 - Sexual harassment as a human rights issue
 - Video and exercise on identifying different forms of sexual harassment
 - Discussion: Individual, organizational, and socioeconomic repercussions of harassment
- 15:30 **International and regional frameworks: commitments for parliamentary oversight**
- Overview of key relevant tools: ILO conventions; SDG 5.2; CEDAW Article 11; “Women and the Economy” area of the Beijing Platform for Action; Belém do Pará Convention

- Discussion: Calls to action and the impact of social movements like #MeToo and #LifeinLeggings as opportunities to close legal gaps and strengthen compliance
- 15:45

Legislation on sexual harassment: the work of parliament

- General overview of the legal frameworks in place in Caribbean countries and Canada
- Discussion: How to advance reforms on workplace sexual harassment

16:10

II. Approaches to the prevention of sexual harassment: the parliament as workplace

General guidelines and recommendations to create a comprehensive policy on sexual harassment in the parliament

- Guiding principles for parliamentary protocols and codes of conduct
 - Consistency with national laws
 - Definitions, scope of application and subjects covered
 - Training / awareness-raising
 - Accountability and monitoring
- Case study exercise
- Discussion: Good practices for implementing policies in parliament

17:15

Break

17:30

III. Towards the creation of workplaces free of sexual harassment

Harassment prevention as a collective and individual responsibility

- Fostering cultural changes to achieve workplaces free of violence and discrimination
- The role of allies/bystanders in addressing harassment in their everyday environments
- Discussion: Strategies that can be implemented voluntarily in parliamentary offices to promote workplaces that are inclusive and free of violence

18:15

Evaluations and closing remarks

18:30 – 20:00

Welcome reception for all delegates

Location: La Cuña