



Fact Sheet

Harassment is prohibited by The Human Rights Code

What is harassment?

Harassment is a course of abusive and unwelcome conduct or comment that is based on a personal characteristic set out in *The Code*. *The Code* prohibits harassment in all aspects of employment, in housing, in the provision of services or contracts and in signs and notices. All employers, landlords and service providers are encouraged to adopt harassment prevention policies and procedures.

What are some examples of harassment?

Racial harassment includes racist remarks or name-calling directed at a tenant or group of renters based on their ancestry. Harassment based on sex and family status includes repeated remarks to a female employee that she should stay home and raise her children. Sexual harassment includes unwelcome sexual remarks, advances or conduct directed at an employee, a customer, or client of a service provider. (For more information on sexual harassment, please see our publication, "Sexual Harassment: Your Rights and Responsibilities".)

What are the protected grounds under *The Code*?

The Code prohibits harassment based on the following characteristics:

- ancestry, including race and colour;
- nationality;
- ethnic origin;
- religion;
- age;
- sex, including sex determined characteristics such as pregnancy;
- gender identity
- sexual orientation;
- marital or family status;
- source of income;
- political belief;
- physical or mental disability; and
- Social disadvantage

Know Your Code!

The Code is the provincial human rights law that protects individuals and groups in Manitoba from discrimination. It is administered by the Manitoba Human Rights Commission, and sets out a process for filing a human rights complaint. There is no charge for filing a human rights complaint or for seeking information about a human rights concern. *The Code* has special status over all other laws of the Province of Manitoba.

This information is a simplified description of provisions under *The Human Rights Code*. For more information, please consult *The Code*, or contact the Manitoba Human Rights Commission.