

# Gender Lens to UNGPs

How to address sexual harassment and sexual or physical violence suffered by women in the business-related context, including at the workplace, in supply chains and in surrounding communities?

Please share any good practices which have proved to be effective in dealing with sexual harassment and violence against women.

NOTE: SEXUAL HARRASSMENT IS A TOP-DOWN REQUIREMENT, FROM STATE TO CHURCH, COLLEGES TO SCHOOLS. LEGISLATION IS ALSO REQUIRED TO BE IN PLACE FOR ALL PUBLIC INSTITUTIONS. SEXUAL HARRASSMENT AND BULLYING POLICIES ARE REQUIRED TO PROTECT WOMEN IN EVERY WALK OF LIFE.

## Response:

3. First of all, all organizations need to hear from the CEO's and Chairmen of organizations, the clear message of "No Tolerance for Sexual Harassment." This needs to be repeated in all documentation and should be accessible on websites. This is a top-down messaging and shareholders, investors and Securities Organization should hold Corporation's accountable and hold surveys to ensure these policies are in place. All Organization leadership should empower management and HR staff to implement, train and enforce sexual harassment policies within their organization.

Words are meaningless without action, therefore, it is essential that the organization has a very articulate policy, such as a stand-alone Sexual Harassment Policy that describes both the intolerance of Sexual Harassment outlining the in the work place.

The Sexual Harassment Policy should be very separate from General Policies for Employee Workplace policies. All new and current employees should undergo a workshops and training sessions in which the policy and the guidelines of the policy to ensure all employees are aware of sexual harassments and assault policies

A measurement process of the articulation of the policy and it's measures is required so that HR or the office of the CEO, regularly reports on cases to the executive leadership team to ensure 100% awareness and reactive approach of all cases that have arisen, including ones that have been substantiated and the discipline applied and unsubstantiated cases.

A Standard Sexual Harassment Policy for all industries should be available in order to create a high level of professional consistency to best practices for the handling and responses to all cases and regular interactive training.

7. What is the extent to which businesses currently apply a gender lens in conducting human rights due diligence, including social or environmental impact assessment?

**Response:**

Multinational companies and heavy-footprint industries requires that human rights are integral to the core values of the social impact assessment (SIA) communities is absolutely essential and is in place in larger organizations operating in Countries other than their own through the CSR team along with assistance from the HR and IR teams. This is typically true for larger organizations but very inconsistent with service providers, smaller or mid-cap organizations.

8. Are there any good practices of business enterprises adopting a gender perspective in making human rights policy commitments, addressing the gender wage gap and underrepresentation of women inboards and senior positions, or involving affected women in meaningful consultations and remediation processes?

**Response:**

There are many organizations in Canada attempting to address the gender wage gap and working on how organizations can ensure greater gender representation on Boards of Directors.

One such organization who has shared a number of good practices with industry is the Canadian Coalition for Good Governance which has provided organizations with a framework for boards to assess their current competencies and adjust their processes for board recruitment. Regarding the gender wage gap, one of the good practices we have seen is that on an annual basis, a gender wage gap for similar roles is conducted inside organizations and shared with the BOD and senior management to understand the gaps and adjust as necessary.

9. What is the role of businesses in dealing with domestic laws, policies and societal practices which are discriminatory to women?

**Response:**

The role business is to ensure that not only are they abiding by the laws of the country in which they operate but also to help support/influence those laws should they be counter to their internal values and policies. For example, although many Corporations' execute business in ARAB states, India or other countries where sexual harassment is still prevalent, those Corporation's policies in those foreign operations should remain consistent to their own Sexual Harassment Policies in place, conveying the message to the foreign counterparts that sexual discrimination is NOT acceptable. In this way, Corporations are able to set example role models for other organizations in the region.