Sexual Misconduct and Gender-based Discrimination at Work, 2020

1 in 5 LGBTQ2+ workers experienced workplace discrimination based on their sexual orientation or gender identity.

When asked whether their employer had given them information on...

- **Identify** workplace sexual harassment and sexual assault
  - 33% of women & 28% of men said "no"

- **Report** workplace sexual harassment and sexual assault
  - 32% of women & 26% of men said "no"

- **Access Resources** for workplace sexual harassment and sexual assault confidentially
  - 34% of women & 28% of men said "no"

% of workers

<table>
<thead>
<tr>
<th>Behaviour</th>
<th>Women</th>
<th>Men</th>
</tr>
</thead>
<tbody>
<tr>
<td>Inappropriate communication</td>
<td>4%</td>
<td>4%</td>
</tr>
<tr>
<td>Sexually explicit materials</td>
<td>2%</td>
<td>3%</td>
</tr>
<tr>
<td>Physical contact or suggested sexual relations</td>
<td>12%</td>
<td>8%</td>
</tr>
</tbody>
</table>

Workplace sexual misconduct and gender-based discrimination can occur at the worksite or another location where people associated through work are present.

Sexual misconduct includes inappropriate behaviours such as:

- Physical contact or suggested sexual relations
- Sexually explicit materials
- Inappropriate communication

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