

Examples of behaviors that constitute harassment	Examples of behaviors that do not constitute harassment
<p>Repeated conduct, comments, displays, actions or gestures or a single, serious occurrence of conduct, or comment, display, action or gesture, that has a lasting, harmful effect on the employee, such as:</p> <ul style="list-style-type: none"> <li>• Unwelcome remarks, jokes, innuendoes;</li> <li>• Insulting gestures or taunts causing embarrassment or offence;</li> <li>• Display objectionable materials, graffiti or pictures;</li> <li>• Disparaging written materials;</li> <li>• Unwanted contact or attention;</li> <li>• Inappropriate touching;</li> <li>• Ostracizing;</li> <li>• Threats, bullying, coercion, isolation;</li> <li>• Actual or threatened physical assault;</li> <li>• Verbal assault;</li> <li>• Malicious gestures or actions;</li> <li>• Stalking;</li> <li>• Serious abuse or authority;</li> <li>• Hate literature;</li> <li>• Sexual assault;</li> <li>• Unwelcome sexual advances, propositions or inquiries and/or comments about a person's sex life.</li> </ul>	<ul style="list-style-type: none"> <li>• Legitimate and constructive feedback regarding work performance;</li> <li>• Disciplinary measures taken by a manager or supervisor, in good faith for valid reasons;</li> <li>• Practices permitted by law or contract, such as designating a staffing action for employment equity purposes;</li> <li>• Expressing opinions that are different from others, unless those opinions fall within the prohibited grounds</li> </ul>