

RESPECT *at work*

RESEARCH REPORT

Is Work Safer?

The Second National Survey on Harassment and Violence at Work in Canada

MARCH 2026

Introduction

In its Declaration on Fundamental Principles and Rights at Work, the International Labour Organization includes a safe and healthy working environment, with the right to a workplace that is free from harm and hazards, as a core human rights principle. Notwithstanding this and significant legislative changes, harassment and violence remains a problem in Canadian workplaces and a reality for many workers with significant impacts and costs that accumulate for workers and for workplaces.

To build and sustain a world of work free from harassment and violence and to ensure that the actions taken by government, unions, and employers are effective, continued and regular collection of Canadian data is essential. Two national studies, in partnership with Western University's Centre for Research and Education on Violence Against Women and Children, the Canadian Labour Congress, and researchers from the University of Toronto, aim to address these objectives. Our first Canadian national study on harassment and violence at work was conducted between October 2020 and April 2021 and reported in 2022.¹ In this current study, we ask: Is work safer now?

Study Methods

This report is based on a bilingual nation-wide online survey conducted between September and December 2025. It was open to all persons in Canada above the age of 18 who had been employed during the last 12 months. Respondents were recruited via the extensive networks of the Canadian Labour Congress and its affiliates. The Centre for Research and Education on Violence Against Women and Children promoted the survey via an extensive social media campaign and printed posters in both English and French and through community partners. Respondents who completed less than 70% of the survey and who did not respond to the questions about experiencing behaviours and practices of harassment and violence and sexual harassment and violence were excluded from the data analysis. In total, we analyzed data from 5,605 people.

Previous research suggests that it can be difficult for workers to recognize their experiences as harassment and violence, and they may not associate their experiences with definitions provided by researchers or legislation.² Therefore, as with our first survey, the current survey did not include definitions of forms of workplace harassment and violence. Instead, respondents were presented with behaviour-based questions that listed known behaviours and practices of workplace harassment and violence. See below for additional information on key terms as they are used in this report.

While the survey did not include set definitions of forms of harassment and violence, the behaviors and practices included in the survey are consistent with the first international definition of violence and harassment in the world of work laid out in ILO Convention no. 190 (C190), which refers to, “a range of unacceptable behaviours and practices, or threats thereof, whether a single occurrence or repeated, that aim at, result in, or are likely to result in physical, psychological, sexual or economic harm, and includes gender-based violence and harassment”. C190 further defines gender-based violence and harassment as, “violence and harassment directed at persons because of their sex or gender or affecting persons of a particular sex or gender disproportionately and includes sexual harassment”.³

As with the first national study (2022), we examined three categories of workplace harassment and violence. The term **workplace harassment and violence** is used as an umbrella term to include all three forms.

- **Harassment and violence** that is not of a sexual nature ranging from verbal intimidation and the sabotaging of a person’s work and performance to actual physical assault (see Figure 2 for examples of behaviours and practices).
- **Sexual harassment and violence**, including gender harassment, ranging from unwelcome communications to rape and sexual assault (see Figure 3 for examples of behaviours and practices).
- **Online harassment** including behaviours and practices that take place through virtual communication mediums (see Figure 4 for behaviours and practices included).

Who Took Part in the Survey

Of the 5,605 responses to the survey, the majority (86.0%) of the sample were employed in permanent work. The remaining were in temporary employment (6.9%) or casual, seasonal, or “other” employment contracts (7.1%).

Union members comprised 95.3% of survey respondents. In comparison, 30.4% of Canadian workers were covered by a collective bargaining agreement in 2023.⁴ The large representation of survey respondents who are permanently employed and unionized is reflective of the recruitment strategy. Although these groups of workers are over-represented in our survey, it does provide an opportunity to examine the experiences of workers who would be expected to have more protections related to workplace health and safety and defined processes for redress.

Survey respondents worked in a wide range of sectors, with the highest proportion coming from health care and social assistance (25.6%), public administration (23.5%), and education (13.4%). Respondents from nearly every province and territory participated in the survey, apart from Northwest Territories and Nunavut. The provinces with the highest rate of participation were British Columbia (66.7%) and Ontario (14.4%).

The majority of survey respondents were between 30 and 59 years old. Most survey respondents identified as cisgender women (70.5%); the remaining identified as cisgender men (26.4%) and gender-diverse (3.1%). Twenty-one (21.3%) percent identified as members of the 2SLGBTQIA+ community. A total of 22.4% of the sample indicated living with one or more disability(ies). The majority of survey respondents identified as White (73.3%). The remainder of the sample identified as Multiracial (7.7%), East Asian (4.5%), South Asian (4.0%), Indigenous (3.4%), Southeast Asian (2.2%), Black (2.0%), Latin, Central, or South American (1.2%), Middle Eastern (0.7%), or other ethno-racial groups that were not listed (0.8%).

In sum, people who were unionized and permanently employed participated at higher rates in the survey relative to their representation in the Canadian workforce. The same is true for people who identified as women and as White. The lack of diverse representation indicates a need for more comprehensive approaches to safely engage racialized and other groups in research to better understand their perspectives and experiences.

The background features abstract geometric shapes in teal, yellow, and red. A teal shape is in the top right, a yellow square is in the middle right, and a red shape is in the bottom right. A diagonal line separates a yellow area from a red area in the top left.

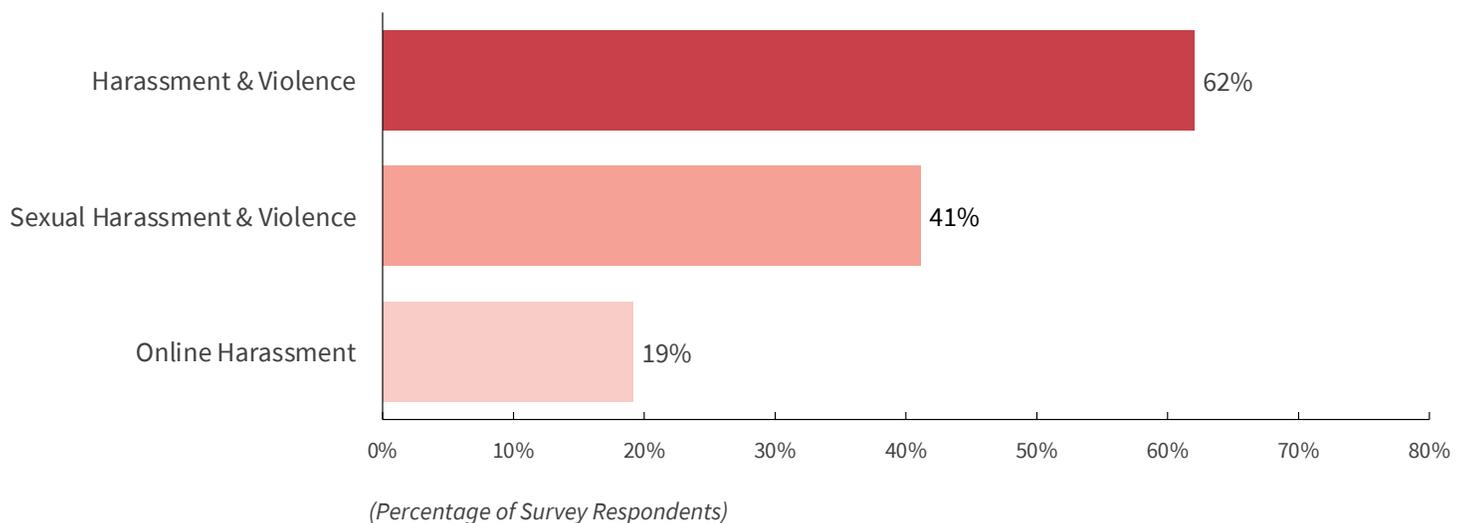
Survey Results

Experiences of Workplace Harassment and Violence

All forms of workplace harassment and violence continue to be prevalent in Canadian workplaces posing significant health and safety risks for workers.

- The majority (69.4%) of survey respondents experienced at least one behaviour or practice of harassment and violence or sexual harassment and violence in the two years prior to completing the survey.
- 62.0% of survey respondents experienced at least one behaviour or practice of harassment and violence while at work in the two years prior to completing the survey.
- 41.1% of survey respondents experienced at least one behaviour or practice of sexual harassment and violence while at work in the two years prior to completing the survey.
- 19.1% of survey respondents experienced at least one behaviour or practice of work-related online harassment in the two years prior to completing the survey.

Figure 1
Experienced at Least One Behaviour or Practice of Workplace Harassment and Violence



Workplace Harassment and Violence Behaviours and Practices Experienced

Survey respondents reported on specific behaviours and practices of harassment and violence, sexual harassment and violence, and online harassment that they experienced in the two years prior to completing the survey (Figures 2-4).

- Persistent criticism of work or effort (68.8%) is now the most common behaviour/practice (in the 2022 report it was the third most common) of harassment and violence experienced by survey respondents, followed by verbal intimidation (68.0%), and spreading rumors/negative comments (61.2%). The persistent criticism of work or effort continues to highlight that work-related practices are being inappropriately used to harass.
- Sexual conversations (57.9%), unwanted invasions of personal space (57.8%), and sexual teasing and jokes (51.4%) remain the most common behaviours of sexual harassment and violence experienced by survey respondents.
- Receiving threatening/aggressive emails, social media messages, or text messages (68.5%) and being the target of threatening or aggressive online comments (53.9%) were the most common behaviours of online harassment experienced by survey respondents.
- Although physical assault and sexual assault were less commonly identified by survey respondents, 17.1% experienced physical assaults that resulted in serious injury.
- Among survey respondents who experienced sexual harassment and violence, 21.5% were stalked, 4.2% experienced attempted sexual assault, and 2.9% were sexually assaulted.

Figure 2
Breakdown by Harassment and Violence Behaviours/Practices Experienced

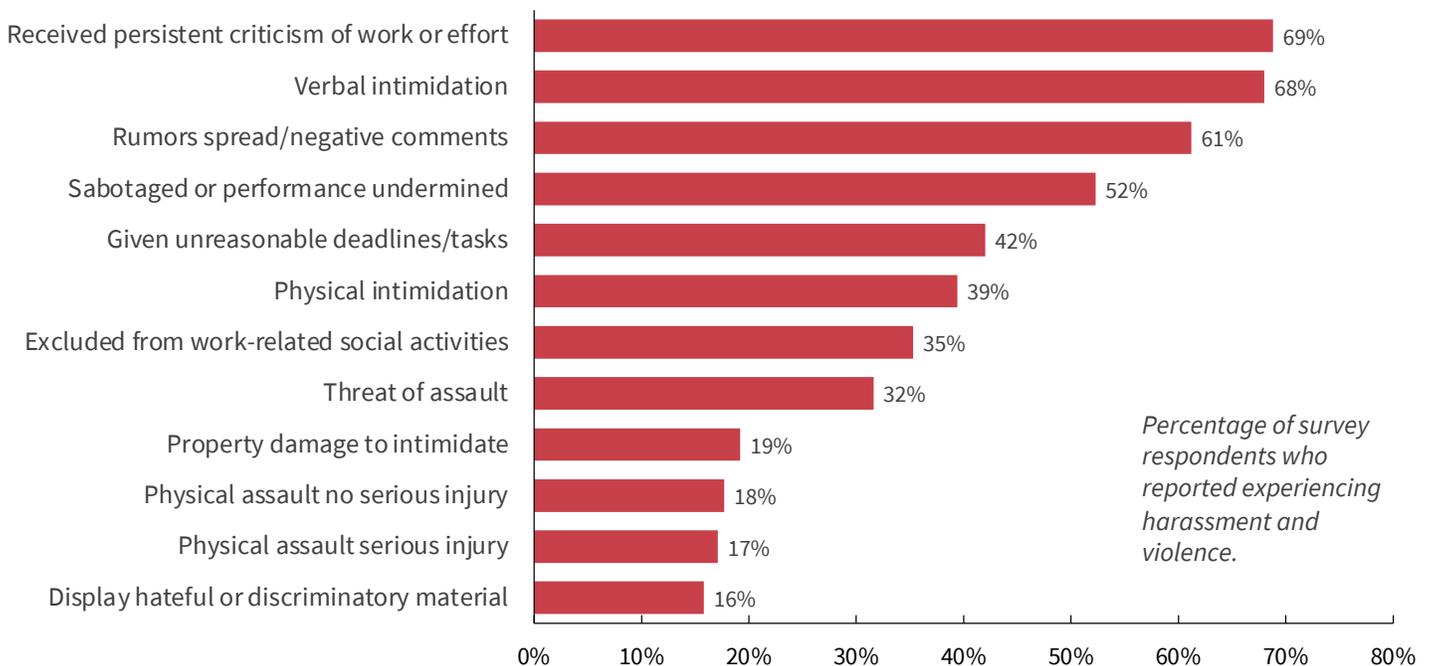


Figure 3

Breakdown by Sexual Harassment and Violence Behaviours/Practices Experienced

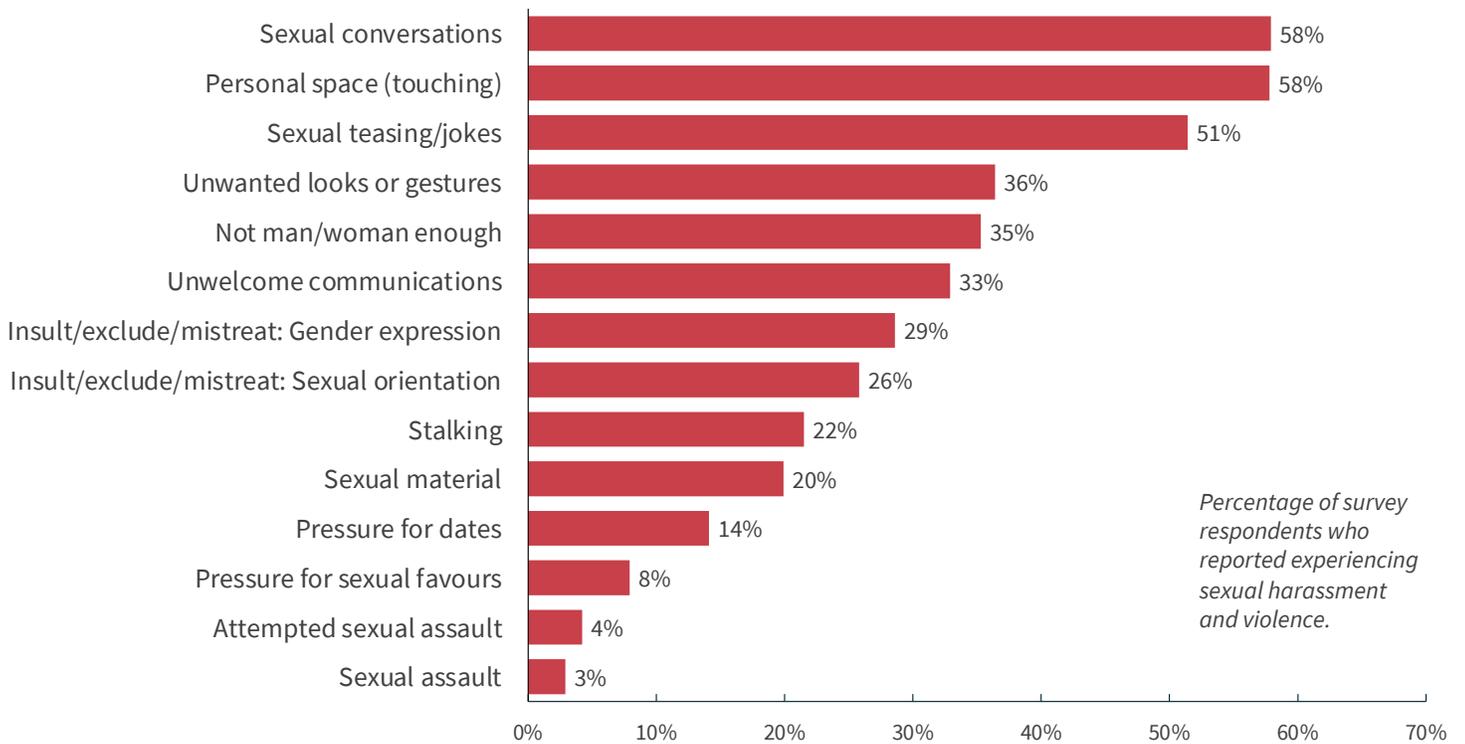
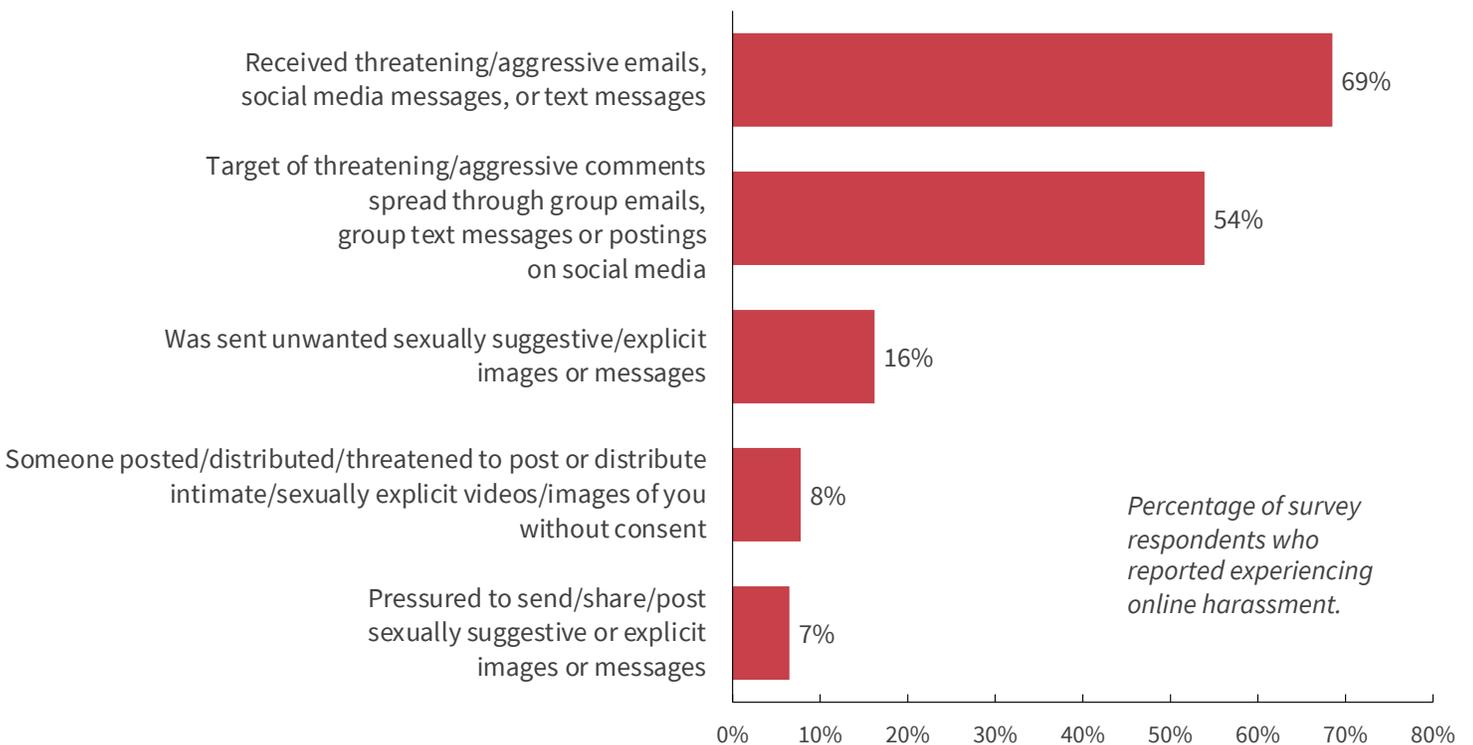


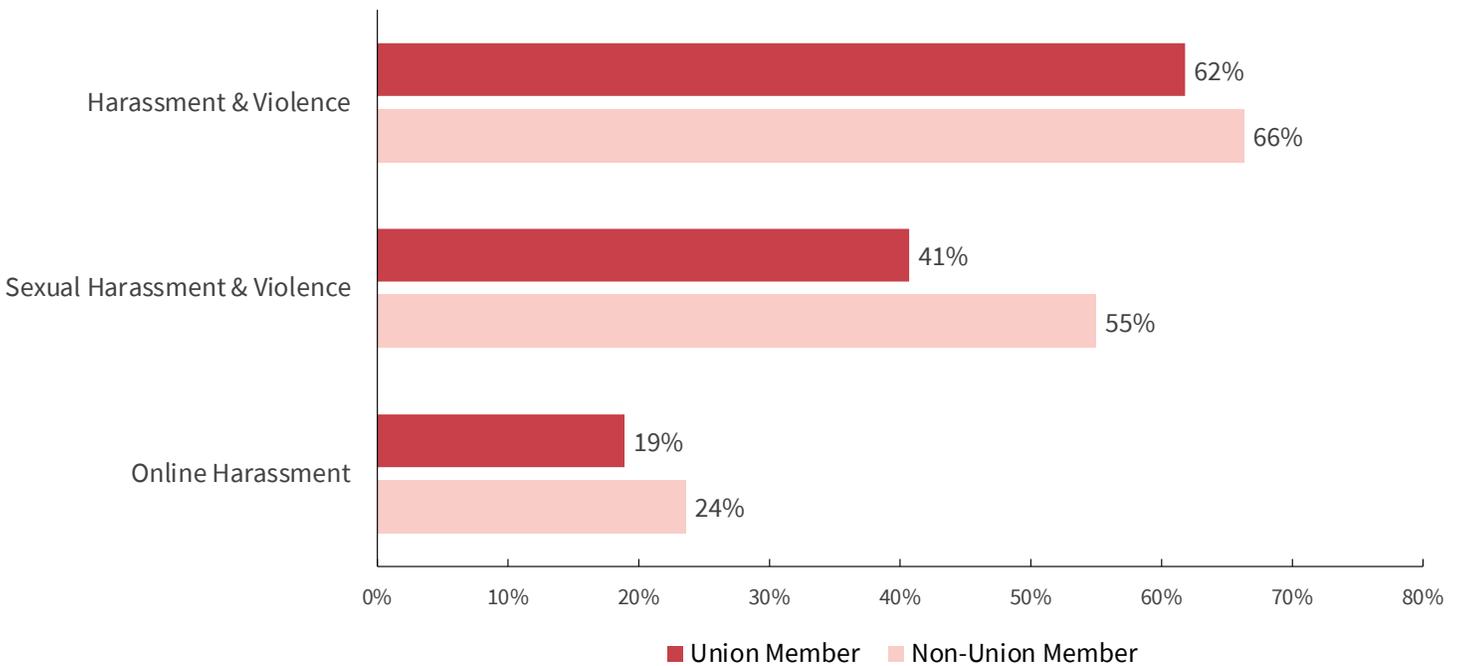
Figure 4

Breakdown by Online Harassment Behaviours/Practices Experienced



There were slight differences between unionized and non-unionized survey respondents in terms of their experiences of workplace harassment and violence. Unionized respondents were less likely to experience all forms of workplace harassment and violence compared to their non-unionized counterparts (Figure 5).

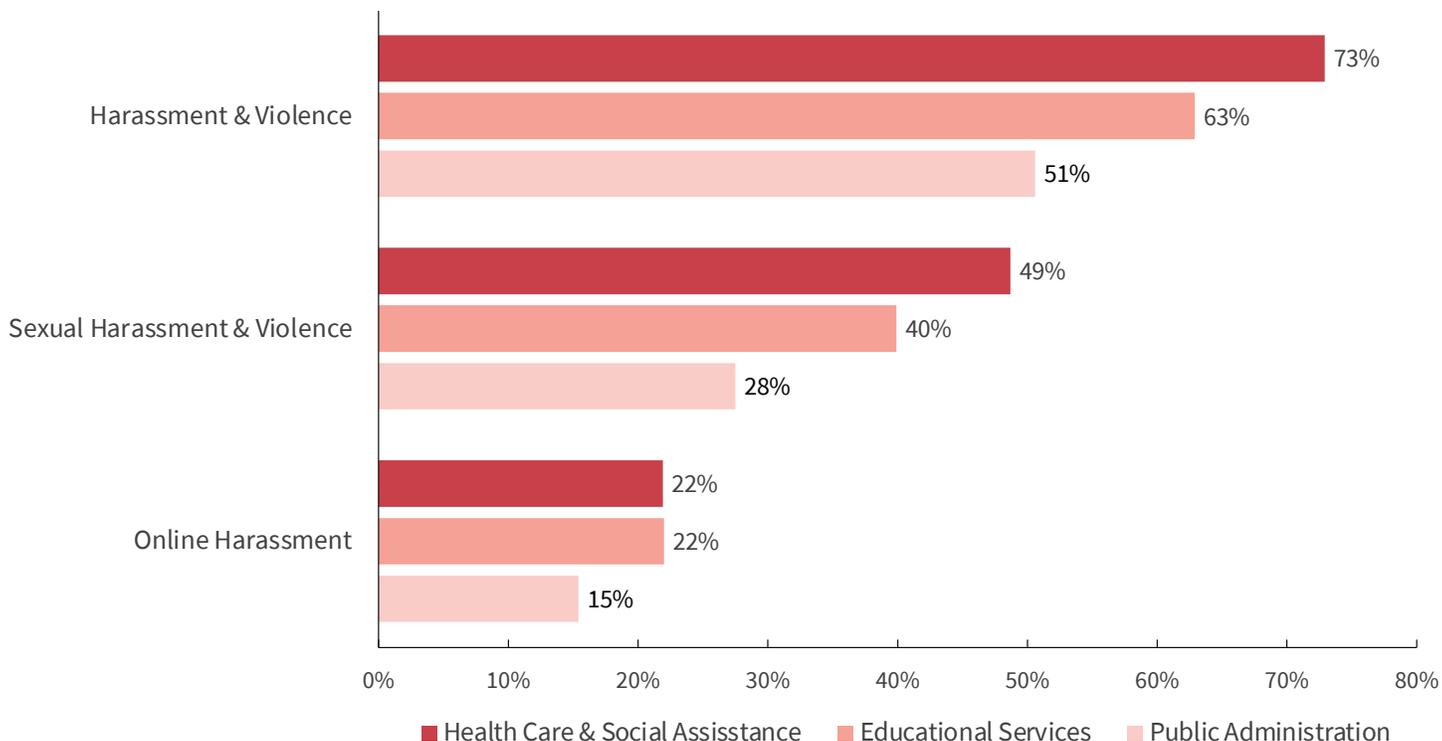
Figure 5
Union Membership and Form of Workplace Harassment and Violence Experienced



Health care and social assistance, educational services, and public administration were the three most common sectors indicated by survey respondents and show significant prevalence rates of all forms of workplace harassment and violence (Figure 6). High prevalence rates in these sectors are supported by previous research.⁵ These three public sectors are characterized by high representation of women workers. In 2025, women made up 80% of workers in the health care and social assistance sector, 69% in education, and 51% in public administration.⁶ Jobs in these sectors involve interaction with the public, a known risk factor for forms of workplace harassment and violence which is supported by the findings of the 2022 report and the current survey.

Figure 6

Three Most Common Sectors by Form of Workplace Harassment and Violence



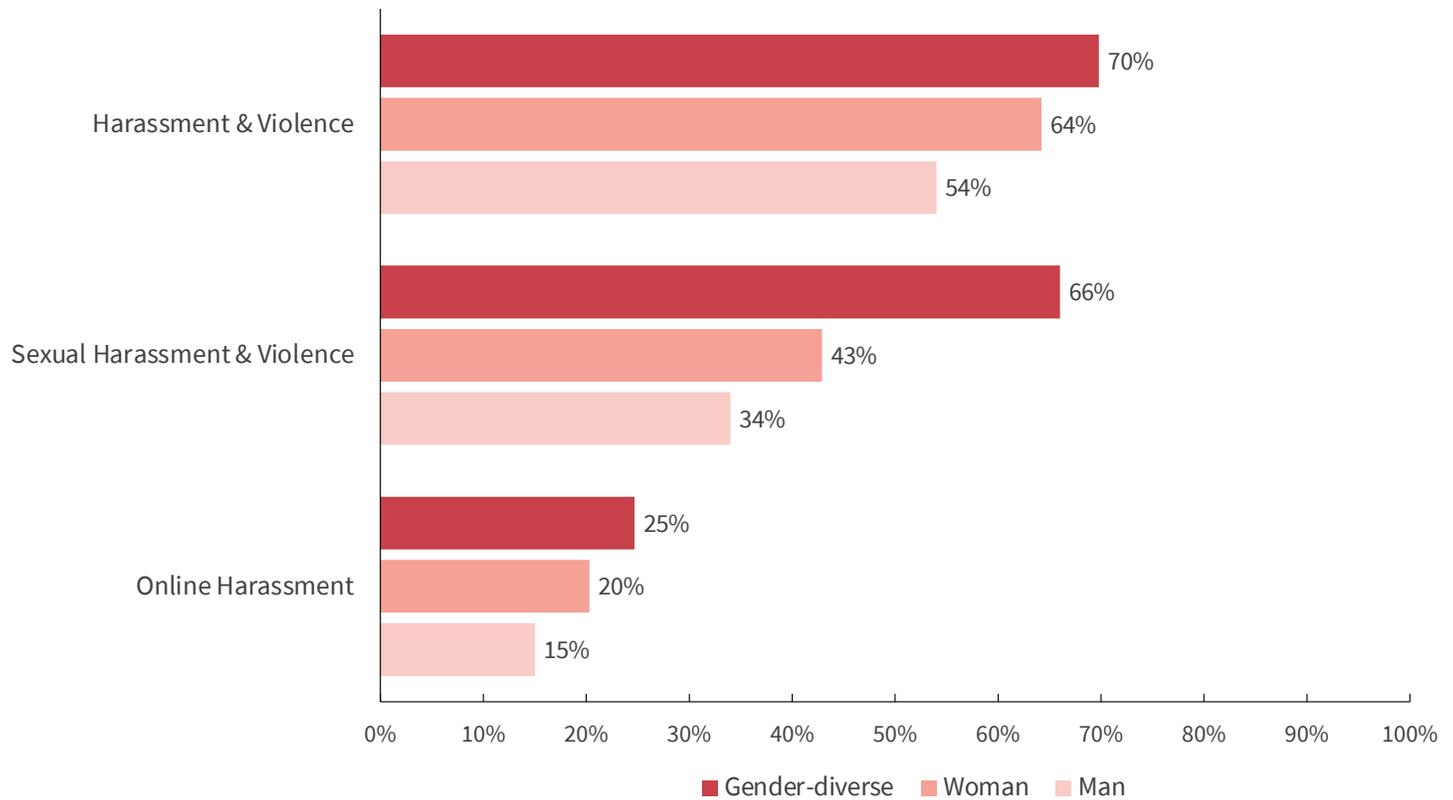
The Intersections of Social Identity and Experiences of Workplace Harassment and Violence

As evidenced by both our 2022 and current reports, experiences of workplace harassment and violence are not the same for everyone. Workers who face multiple and intersecting forms of discrimination – whether by race, gender, sexual orientation, gender identity and expression, disability, or Indigeneity – experienced higher prevalence rates. Aside from prevalence rates, it is important to recognize that the barriers to reporting and to accessing supports can be more numerous and difficult for some, presenting challenges for effective solutions.

Gender-diverse individuals are more likely to experience all forms of workplace harassment and violence (Figure 7). This is most pronounced for sexual harassment and violence: 66.0% of gender-diverse respondents experienced this form of workplace harassment and violence compared to 42.9% of women and 33.6% of men.

Figure 7

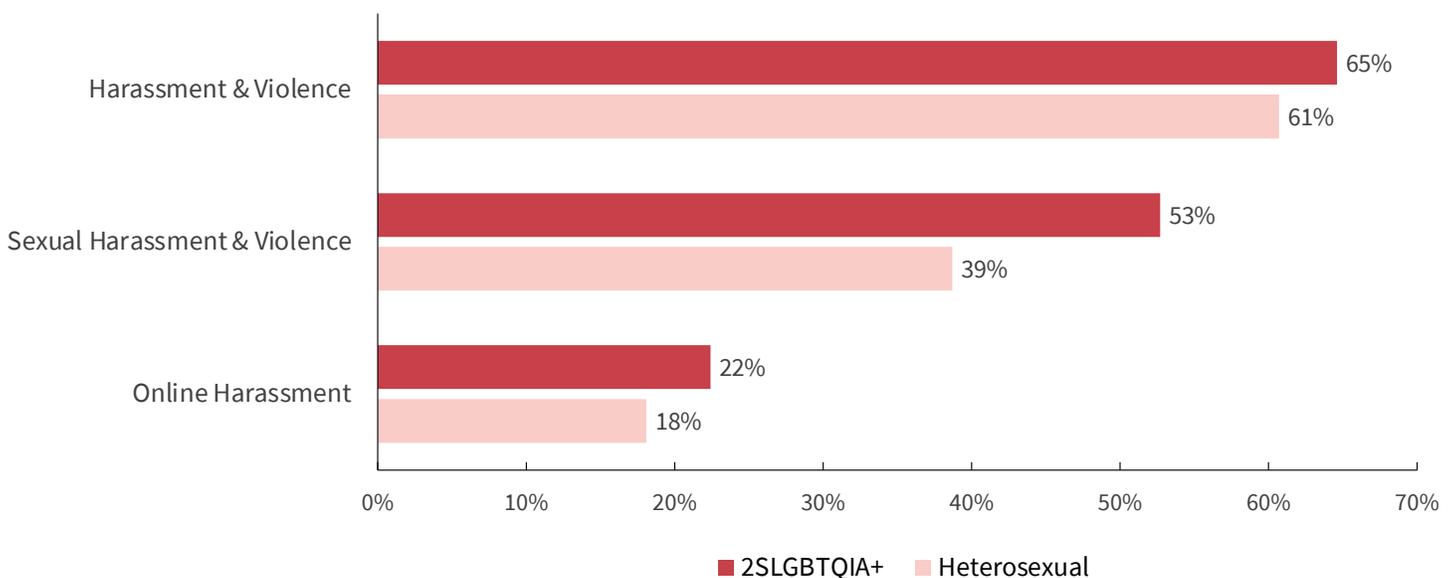
Gender Identity and Form of Workplace Harassment and Violence Experienced



2SLGBTQIA+ respondents experienced higher rates of all forms of workplace harassment and violence compared to heterosexual respondents (Figure 8). This difference is most pronounced for sexual harassment and violence, where 52.7% of 2SLGBTQIA+ respondents reported experiencing at least one behaviour or practice in the two years prior to completing the survey, compared to 38.7% of heterosexual respondents.

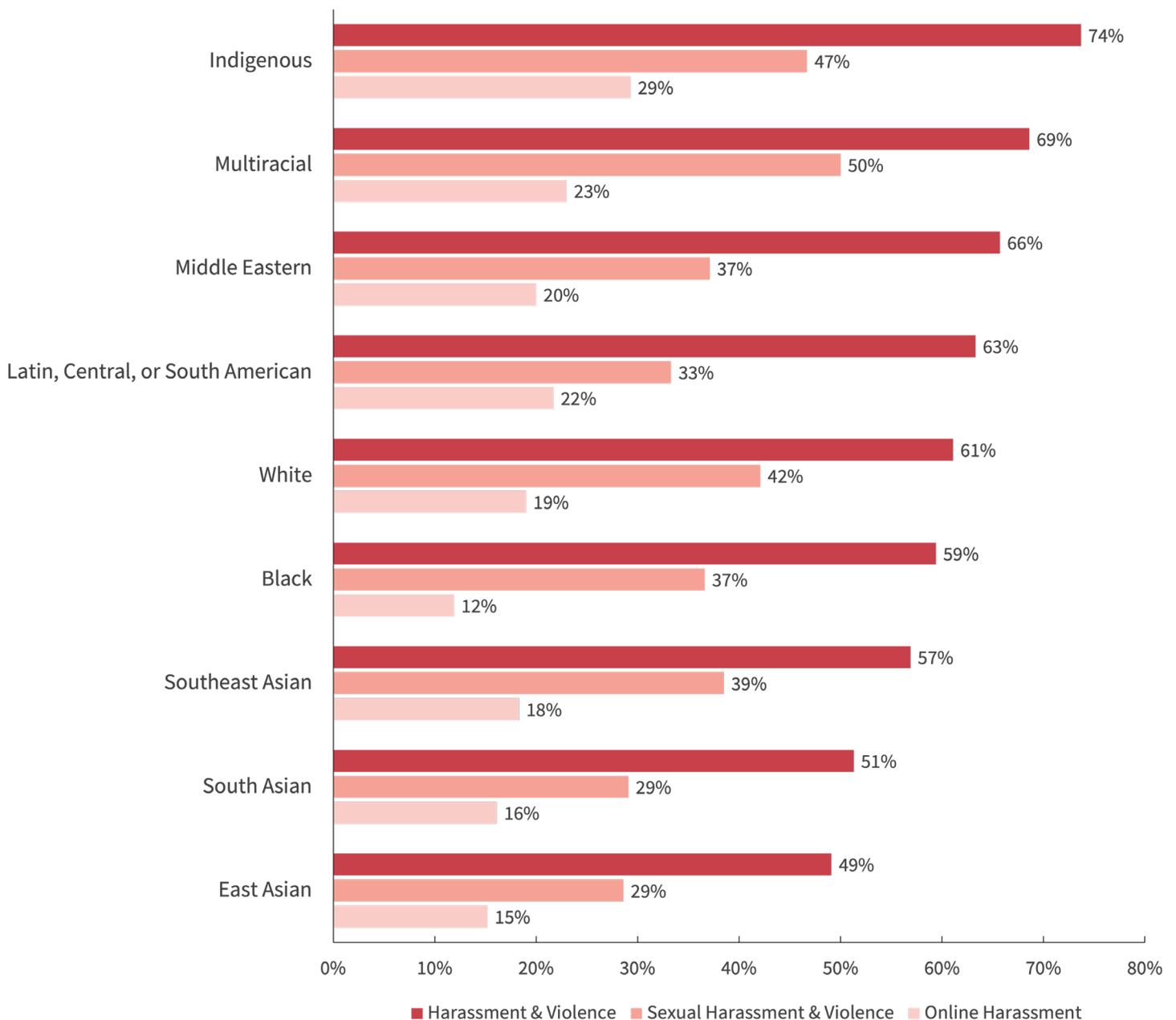
Figure 8

Sexual Orientation and Form of Workplace Harassment and Violence Experienced



Racialized and Indigenous respondents also experienced different prevalence rates in relation to White respondents. Indigenous and multiracial respondents experienced higher rates of all forms of workplace harassment and violence. Middle Eastern and Latin, Central, or South American respondents experienced higher rates of harassment and violence and online harassment, but lower rates of sexual harassment compared to White respondents. Black, Southeast Asian, South Asian, and East Asian respondents experienced lower prevalence rates of all forms of workplace harassment and violence compared to White respondents (Figure 9). However, apart from Indigenous and multiracial respondents, many of these differences are marginal. As stated earlier, these patterns could be in part influenced by the high proportion of survey respondents who identified as White.

Figure 9
Race/Ethnicity of Survey Respondents Experiencing at Least One Behaviour/Practice of Workplace Harassment and Violence

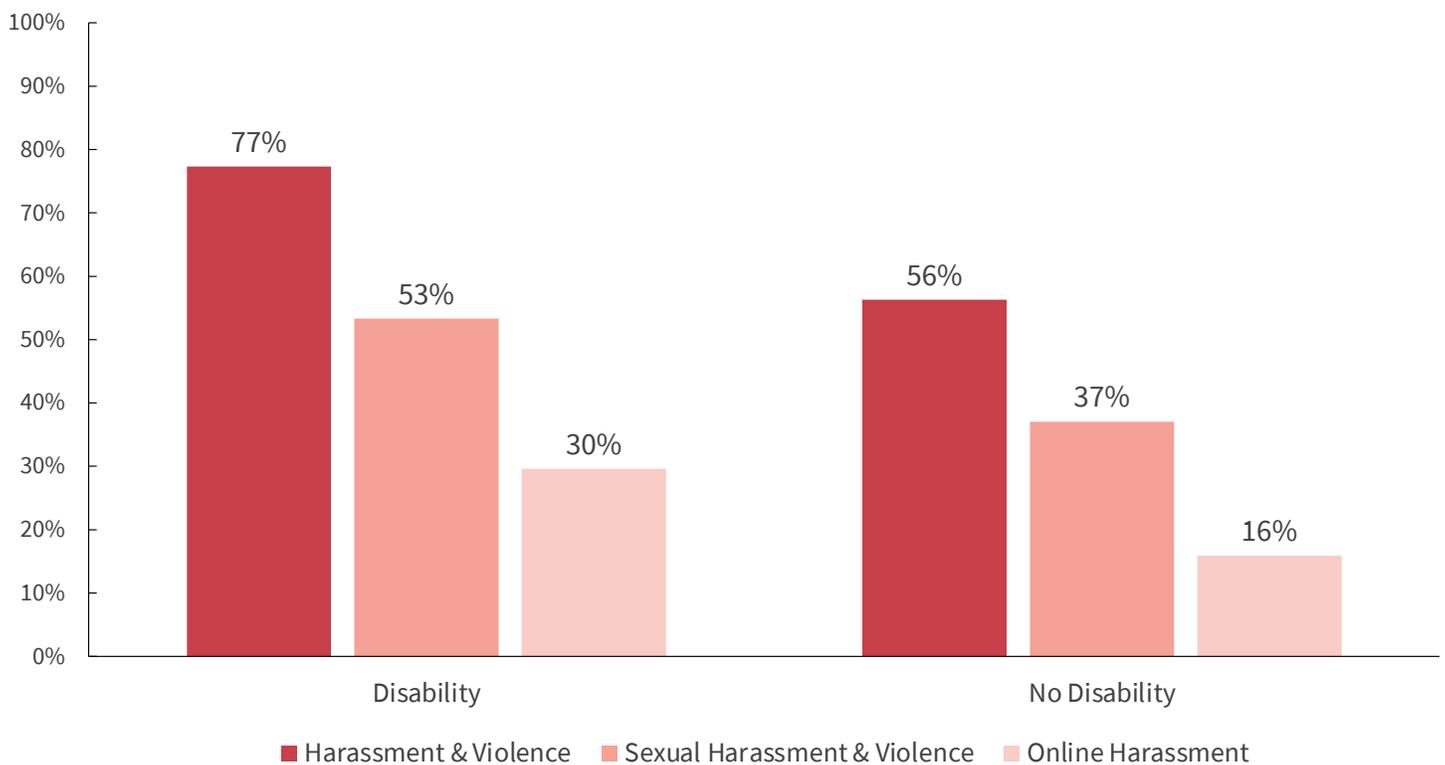


Survey respondents living with a disability or multiple disabilities experienced higher rates of all forms of workplace harassment and violence (Figure 10).

- Over three quarters (77.3%) of respondents living with a disability experienced at least one behaviour or practice of harassment and violence compared to 56.3% of those who did not indicate a disability.
- Over half (53.3%) of respondents living with a disability experienced at least one behaviour or practice of sexual harassment and violence compared to 37.0% of respondents who did not indicate a disability.
- Thirty percent (29.6%) of respondents living with a disability experienced at least one behaviour or practice of online harassment, compared to 15.9% of respondents who did not indicate a disability.

Figure 10

Disability Status and Experiencing at Least One Behaviour/Practice of Workplace Harassment and Violence

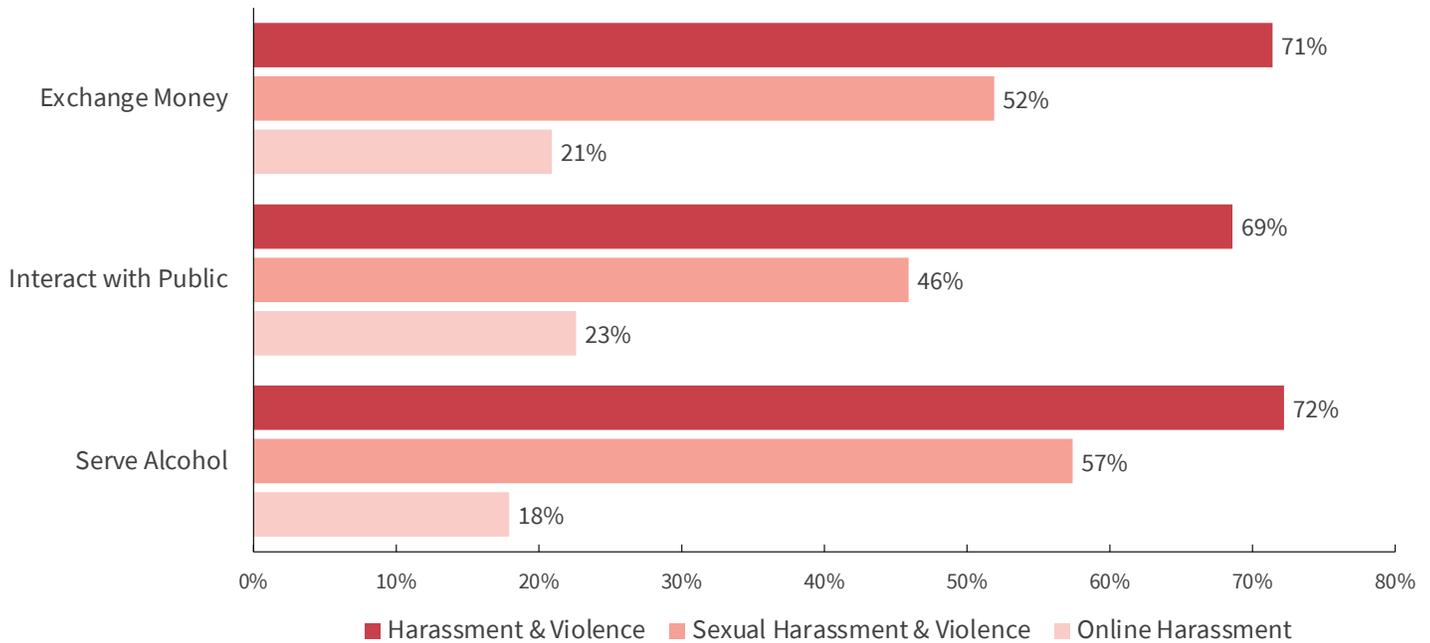


Risk Factors for Workplace Harassment and Violence

This report supports the evidence that specific factors increase the risk of experiencing workplace harassment and violence including, interaction with the public, the exchange of money, and the serving of alcohol. Most respondents’ (68.2%) jobs involved interaction with the public, with 11.4% involving exchanging money with the public and 5.2% the serving of alcohol. The majority of survey respondents (54.1%) indicated that they work in isolation and/or remote geographical areas (i.e., worked alone, in small numbers, and/or in situations where assistance is not readily available) sometimes or most of the time. Thirteen percent (13.4%) of respondents indicated that they did so all of the time. These findings

show that the majority of survey respondents are regularly exposed to at least one factor that puts them at greater risk for all forms of workplace harassment and violence. Importantly, workers whose jobs involve the exchange of money, interaction with the public, and serving of alcohol are at greater risk of harassment and violence and sexual harassment and violence (Figure 11) when compared to the overall rates of these forms experienced by survey respondents (62.0% and 41.1%, respectively). Exchanging money and interacting with the public also pose relatively small additional risks for experiencing online harassment compared to overall rates experienced by survey respondents (19.1%).

Figure 11
Risk Factors and Percentage of Survey Respondents Reporting at Least One Behaviour/Practice of Workplace Harassment and Violence



Consequences of Workplace Harassment and Violence

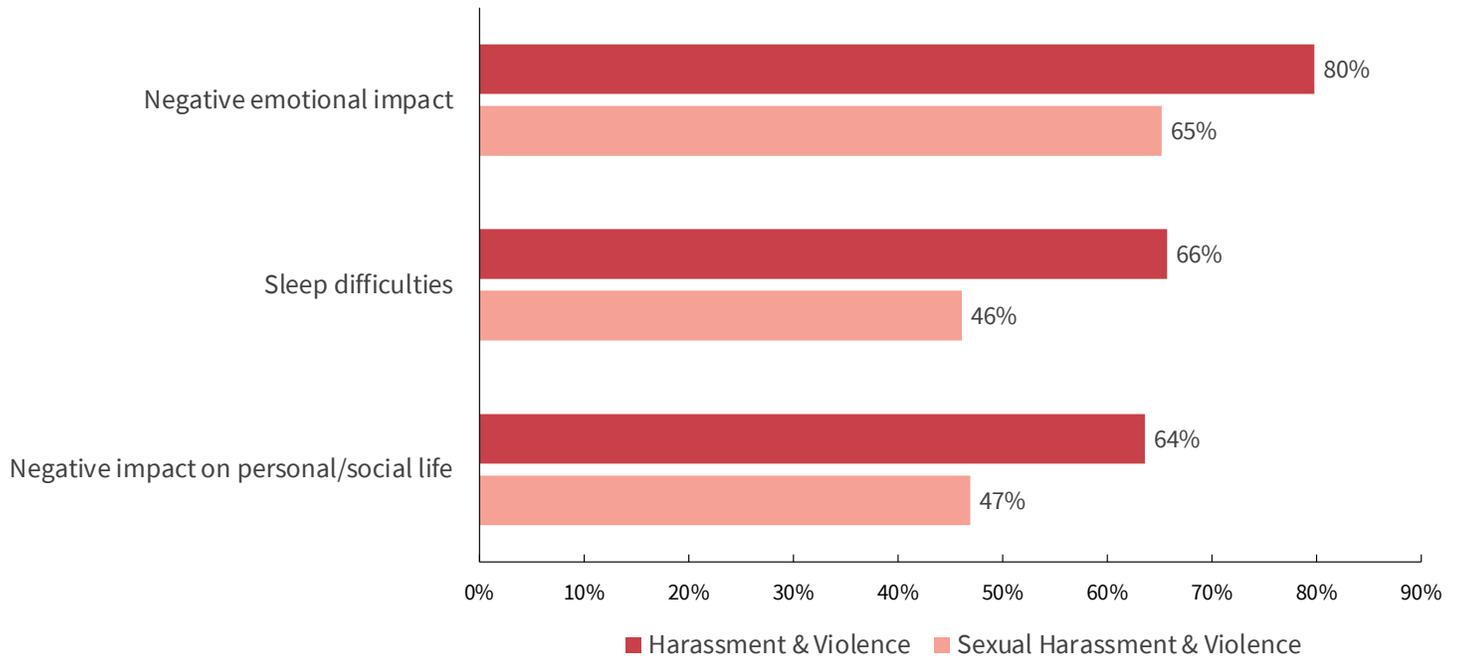
In line with previous research, there continue to be many impacts and costs to individuals and workplaces as a result of workplace harassment and violence. Survey respondents indicated experiencing negative consequences for all forms of workplace harassment and violence, but those experiencing harassment and violence were more likely to report negative impacts.

Impacts on Personal Well-being

Survey respondents experienced multiple impacts on their health and wellbeing as a result of workplace harassment and violence (Figure 12). Most commonly, they experienced negative emotional impacts (79.8% for harassment and violence and 65.2% for sexual harassment and violence). In general, these impacts were more frequent for those who experienced harassment and violence compared to sexual harassment and violence.

Figure 12

Impacts on Health and Wellbeing from Experiencing Workplace Harassment and Violence

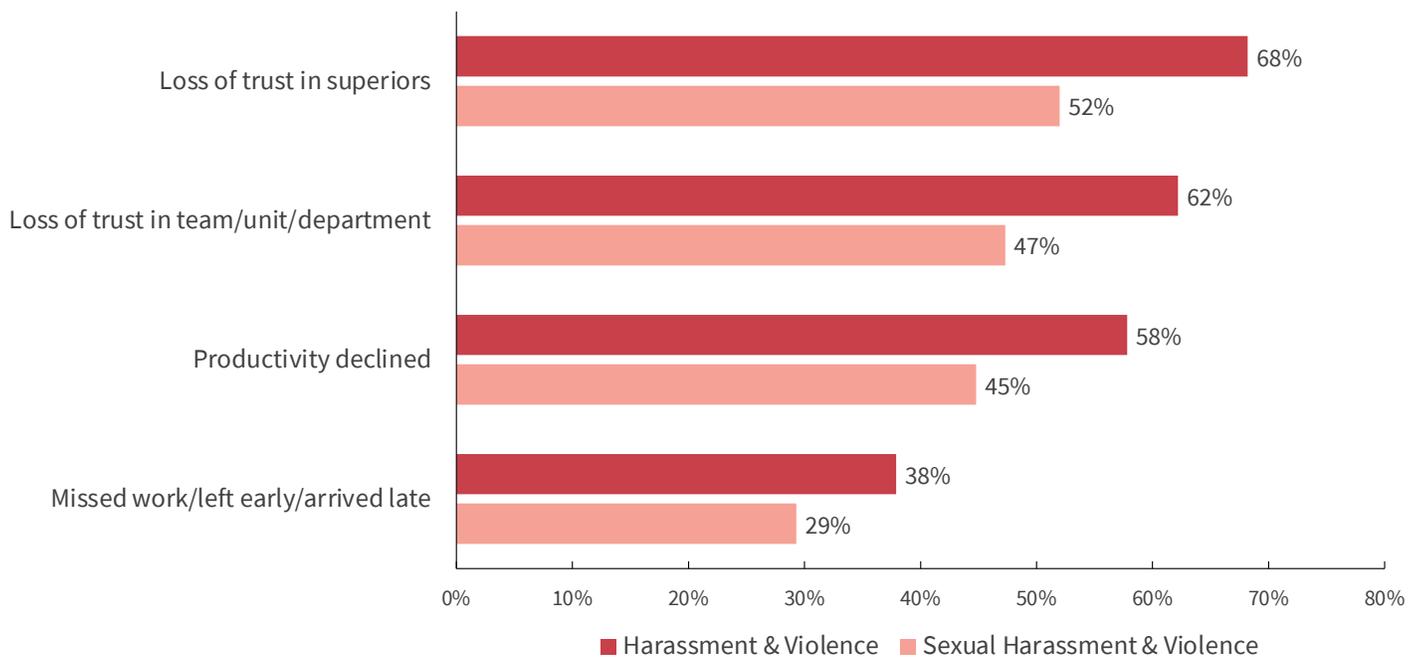


Impacts on Work

Loss of trust in superiors was the most frequent impact on work (68.2% for harassment and violence and 52.0% for sexual harassment and violence), followed by loss of trust in team/unit/department (62.2% for harassment and violence and 47.3% for sexual harassment and violence). Not surprisingly, many respondents who experienced workplace harassment and violence also experienced a decrease in productivity or missed work or left early or arrived late.

Figure 13

Impacts on Work from Experiencing Workplace Harassment and Violence

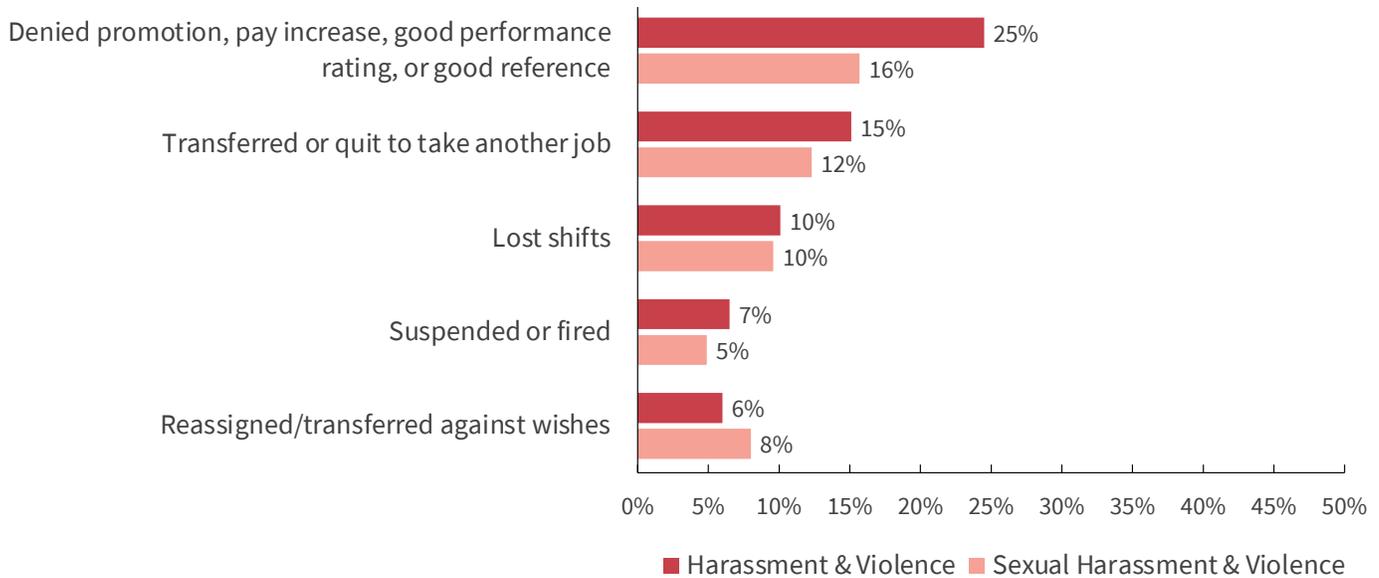


Career Disruption and Destruction

In addition to lost working hours due to missed work, tardiness, and leaving early, some survey respondents experienced negative consequences related to their career due to their experiences of workplace harassment and violence (Figure 14), including being denied a promotion, pay increase, good performance rating, or good reference (24.5% for harassment and violence and 15.7% for sexual harassment and violence).

Figure 14

Career Disruption and Destruction from Experiencing Workplace Harassment and Violence



Who is Behaving Abusively?

Survey respondents indicated that third parties (customers, patients, or students) and co-workers are the most common perpetrators of harassment and violence (36.2% and 33.0%, respectively) and sexual harassment and violence (41.4% and 37.6%, respectively). These findings may reflect the sectors most commonly represented by survey respondents – health care and social assistance, education, and public administration – which involve working with the public (Figure 15).

Respondents who experienced workplace harassment and violence most commonly indicated that their harasser was a man (Figure 16). For those experiencing harassment and violence, 40.1% reported that their harasser was a man or multiple men. For those experiencing sexual harassment and violence, nearly 7 out of 10 (69.8%) respondents indicated that their harasser was a man or multiple men.

Figure 15
Harasser/Perpetrator

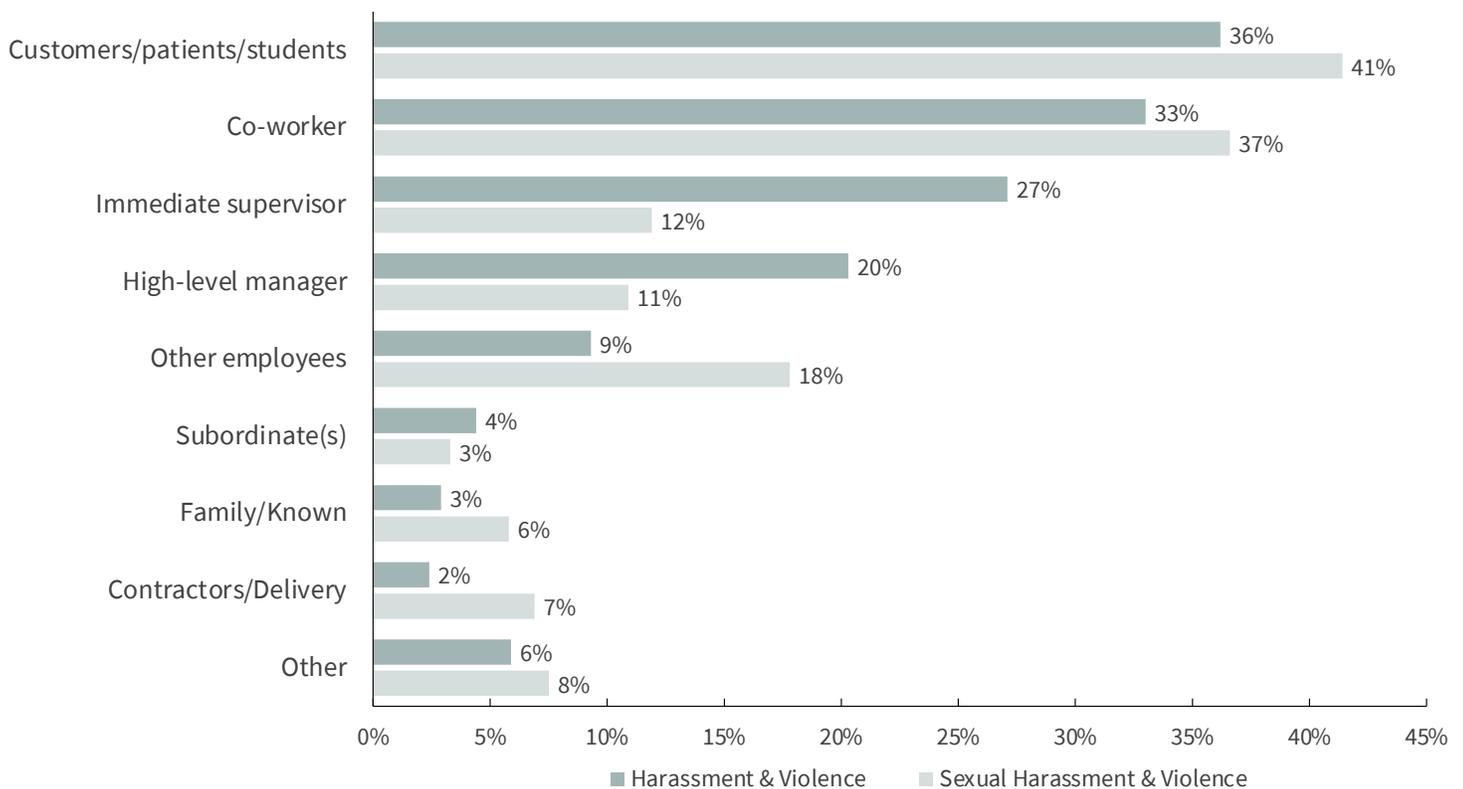
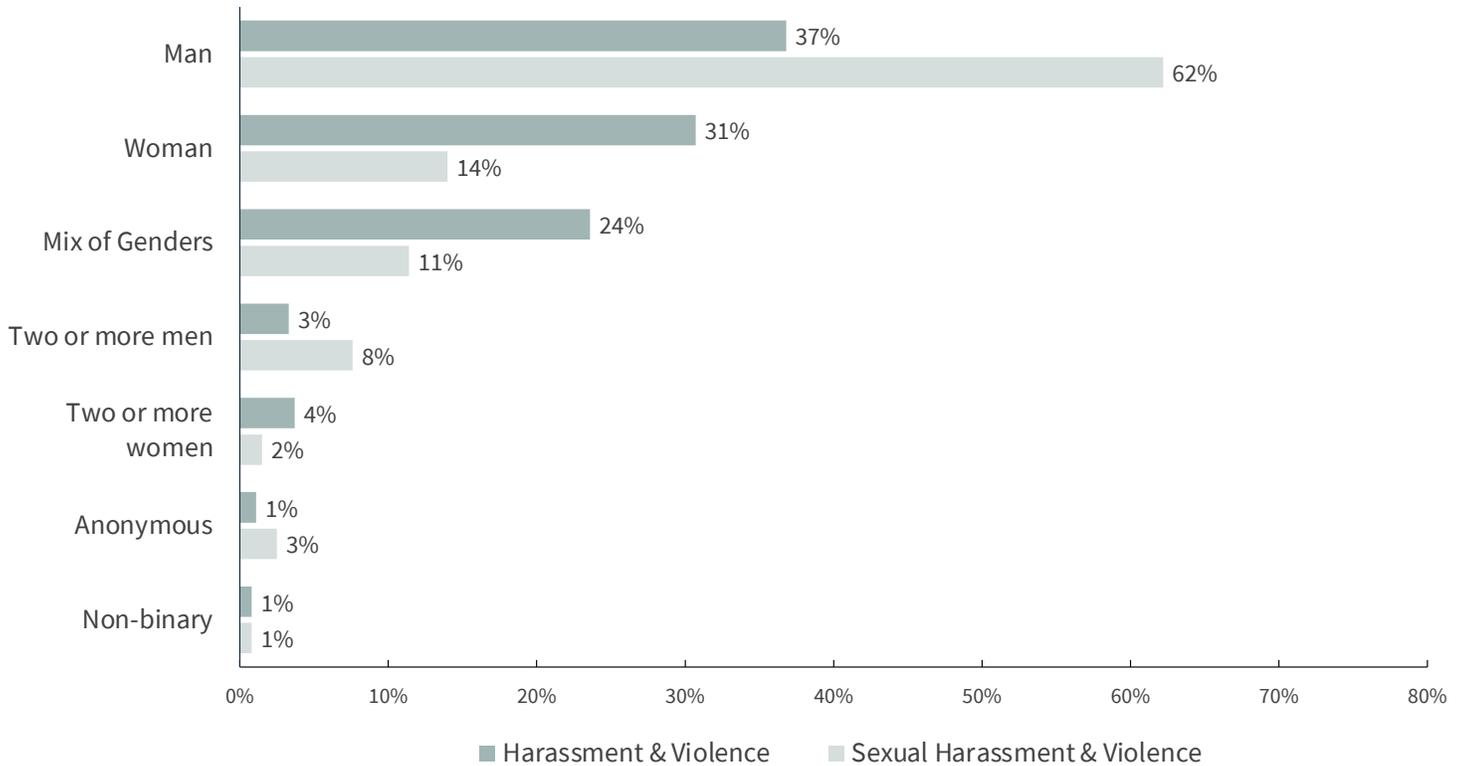


Figure 16

Gender of Harasser/Perpetrator



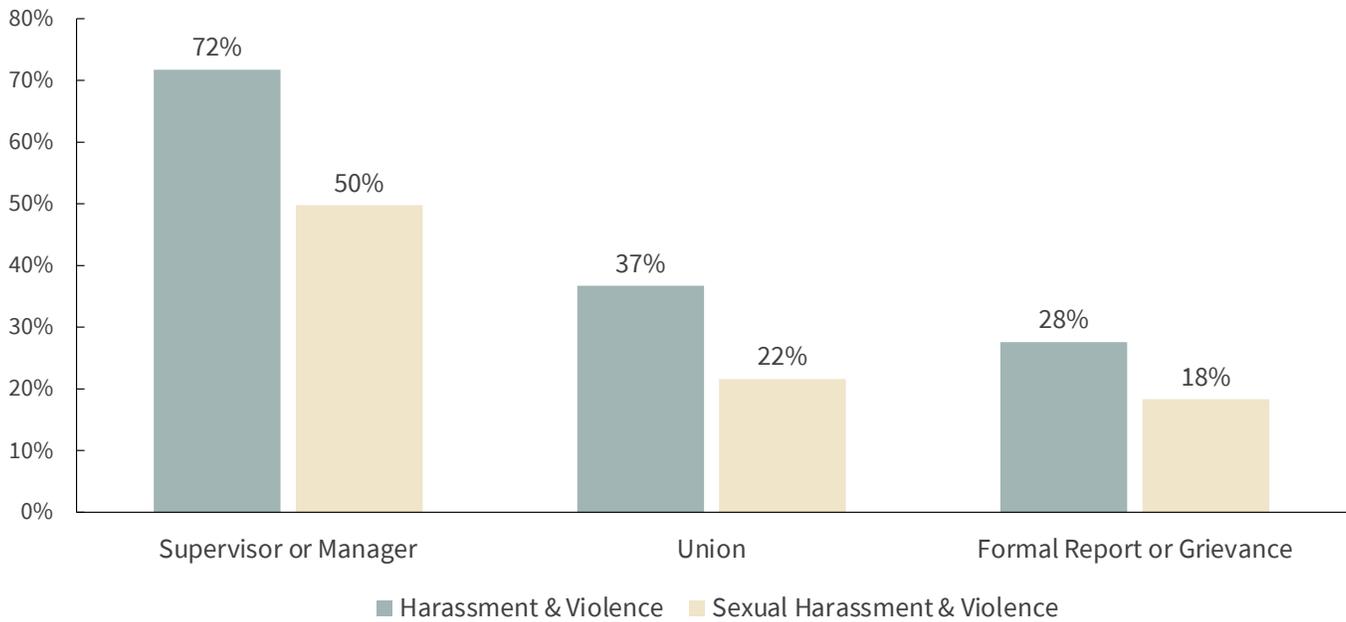
Disclosures and Reports of Workplace Harassment and Violence and Responses Received

Survey respondents were more likely to report their experiences of harassment and violence than those of sexual harassment and violence (Figure 17). Those who did report harassment and violence were most likely to do so to their supervisor or manager (71.7%), followed by their union (36.7%). Survey respondents who reported harassment and violence were least likely to indicate that they filed a formal report or grievance (27.6%).

Although survey respondents were less likely to report sexual harassment and violence overall, those who chose to report mostly did so to their supervisor or manager (49.8%) followed by their union (21.6%). Fewer still indicated they filed a formal report or grievance related to sexual harassment and violence (18.3%).

Figure 17

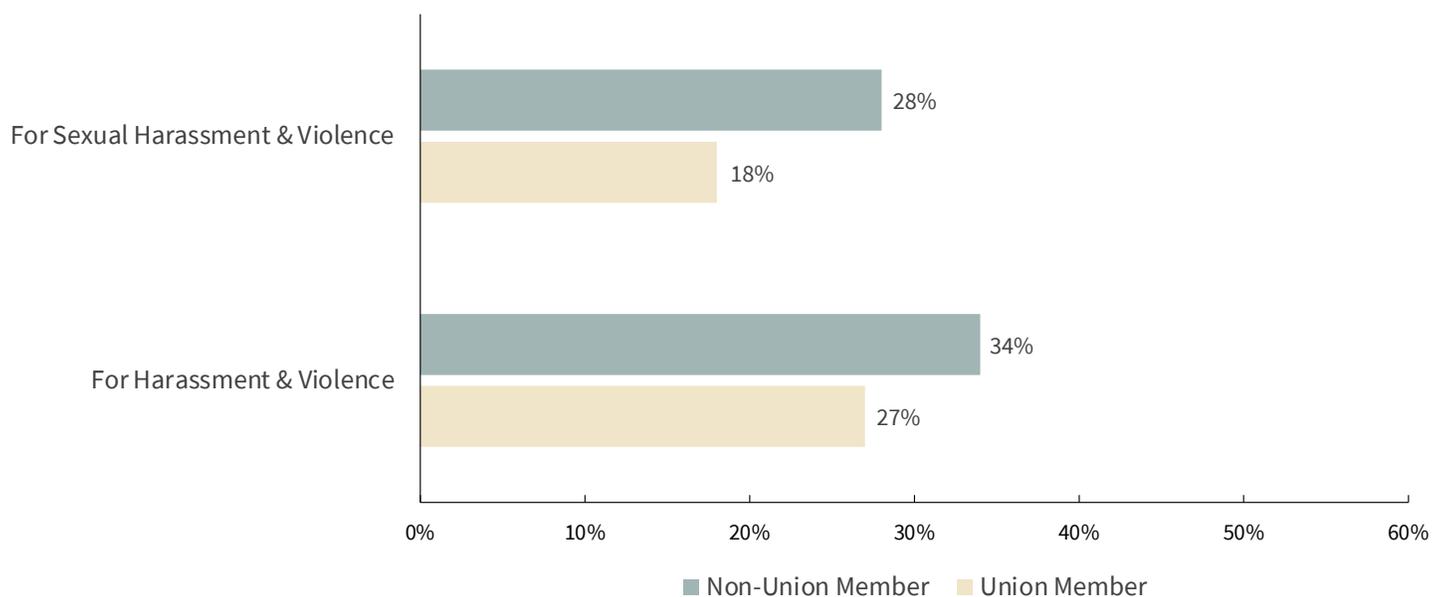
Where Survey Respondents Reported Experiences of Workplace Harassment and Violence



There were differences between unionized and non-unionized survey respondents who experienced workplace harassment and violence and filed a formal report or grievance (Figure 18). Specifically, non-unionized respondents were more likely to file a formal report or grievance for both harassment and violence (33.6%) and sexual harassment and violence (28.1%) compared to unionized respondents. Importantly, because the survey sample is predominantly unionized, figures for non-unionized respondents are based on a relatively small number of data points and should be interpreted with caution.

Figure 18

Filing a Formal Report or Grievance: Unionized vs. Non-Unionized



For survey respondents who did report experiences of harassment and violence or sexual harassment and violence – either to a supervisor or manager, to their union, or filed a formal report or grievance – the majority indicated that it either made no difference or made the situation worse (Figure 19 and 20).

Figure 19
Reporting Outcomes: Harassment and Violence

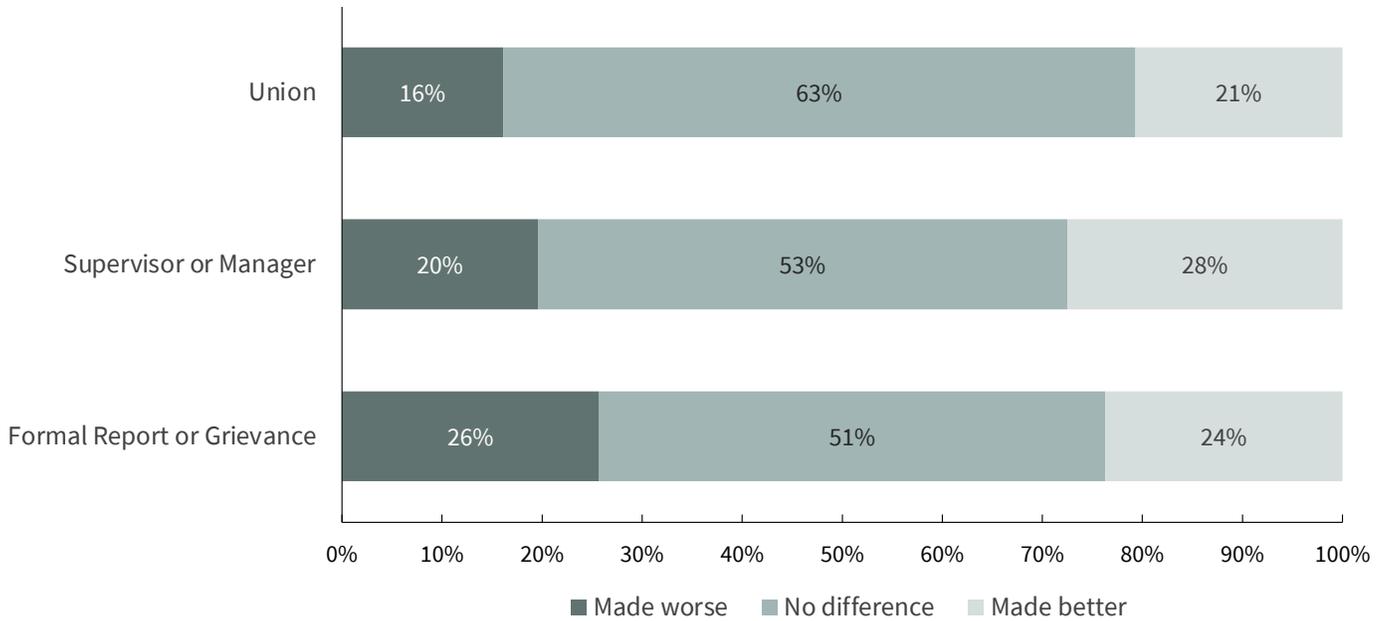
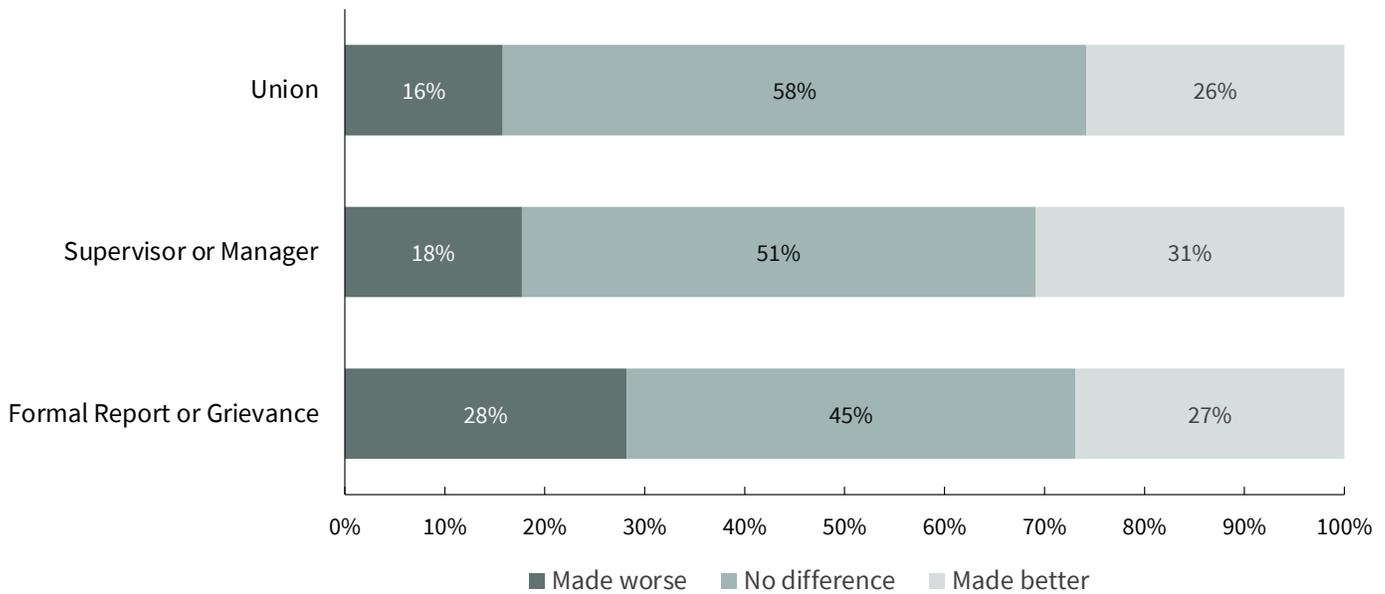


Figure 20
Reporting Outcomes: Sexual Harassment and Violence



Survey respondents who experienced sexual harassment and violence were asked how satisfied they were with the response they received from those responsible for workplace health and safety (Figure 21). These respondents include those who indicated that they reported their experience to these parties and respondents who indicated that these parties found out in another way. Most survey respondents indicated that they were very or somewhat dissatisfied with the responses they received from supervisors or managers and human resources. Survey respondents were most satisfied with responses from union representatives (19.8% very satisfied and 16.8% somewhat satisfied) and Health and Safety representatives (16.5% very satisfied and 17.5% somewhat satisfied). Interestingly, despite a high proportion of survey respondents indicating dissatisfaction with the responses from supervisors or managers, they had the third highest rating of very satisfied (15.1%) and somewhat satisfied (16.8%).

Figure 21

Satisfaction with Actions Taken by Those Responsible for Worker Safety & Wellbeing (Experienced Sexual Harassment and Violence)

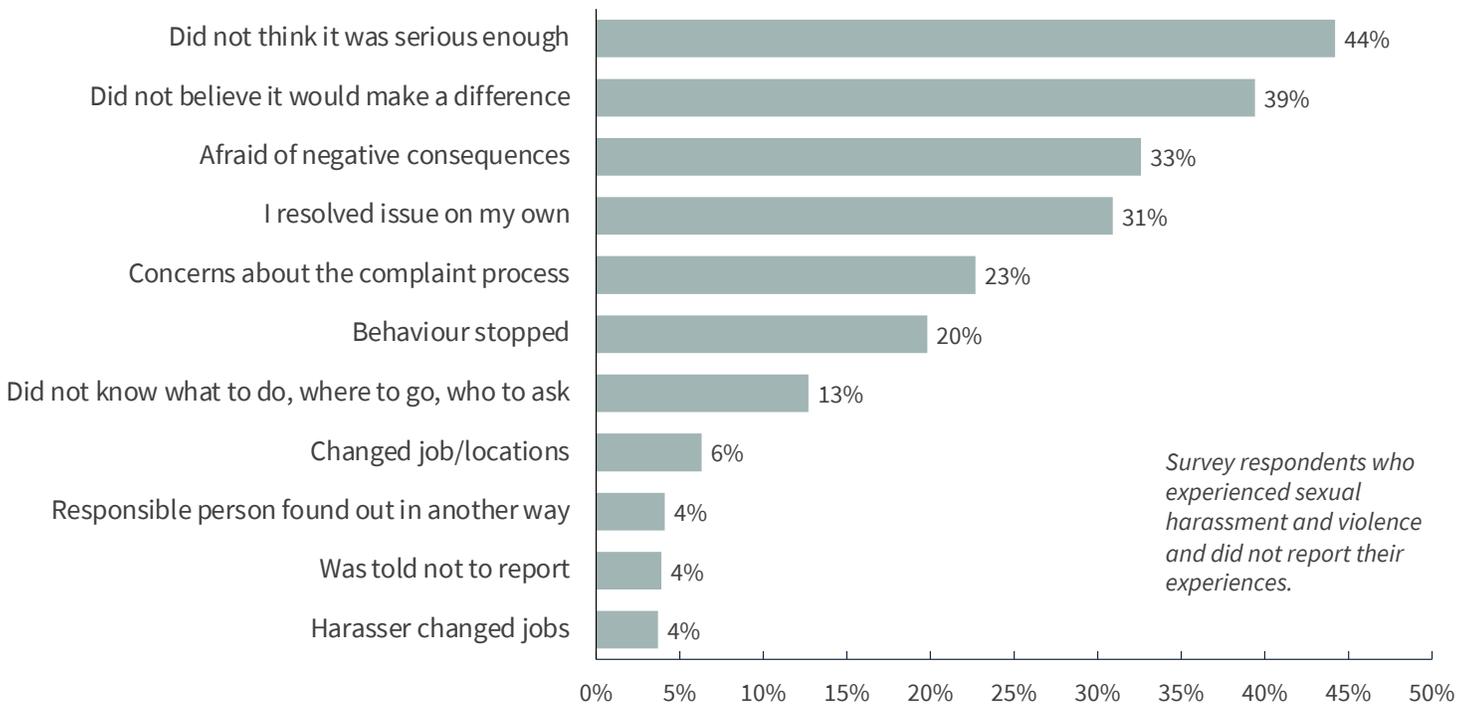


Barriers to Reporting

There are many reasons why people may choose not to report their experiences of sexual harassment and violence at work. The most common reason why survey respondents indicated they did not report their experiences of sexual harassment and violence were that they did not think it was serious enough (44.2%), they did not believe that reporting would make a difference (39.4%), and that they were afraid of negative consequences associated with reporting (32.6%) (Figure 22). Research on sexual harassment and violence at work has demonstrated that most women do not report their experiences for a variety of reasons, including fear of negative impacts (including job loss), potential disbelief, lack of satisfactory results, lack of accountability for harassers, and/or lack of information about resources.⁷

Figure 22

Barriers to Reporting Sexual Harassment and Violence



Is Work Safer?

Overall, the current study shows some gradual positive changes toward the creation of safer and healthier work environments. However, workplace harassment and violence continues to be a pervasive problem.

For key findings, we compared data from this current report (2026) to our 2022 report to see whether meaningful changes have occurred in recent years. To conduct these comparisons, we used both the statistical significance and the effect size, along with a plain-language explanation of what they mean. Unless noted otherwise, we used Pearson’s chi-square tests to compare the data from 2022 and 2026 on the key variables.

Statistical significance tells us how likely it is that a difference in a finding between years reflects a real change rather than occurring by chance. In other words, it indicates how confident one can be that the difference truly exists. Effect size, on the other hand, tells us how large or important that difference is in practical terms (e.g. if it is noticeable in the work environment and in people’s experiences). This distinction is important because our combined sample from 2022 and 2026 is very large. Large samples make it easier to detect even very small differences as statistically significant.⁸ That means a difference can be “real” in a statistical sense but still too small to matter in practice.

Experiences of Workplace Harassment and Violence

People are continuing to experience workplace harassment and violence at very high rates that have not meaningfully decreased in almost five years. Although there have been small and statistically significant decreases in the prevalence of workplace harassment and violence (69.4% in 2026 compared to 71.4% in 2022)ⁱ, harassment and violence (62.0% in 2026 compared to 64.8% in 2022)ⁱⁱ, and sexual harassment and violence (41.1% in 2026 compared to 43.9% in 2022)ⁱⁱⁱ, the effect sizes are negligible; that is, these changes are unlikely to represent a noticeable real-world difference. However, the difference in online harassment between 2022 and 2026 is statistically significant with a very small effect size, which means the 7.4% drop in online harassment is likely to be at least somewhat meaningful in practical terms.^{iv} This is likely in part because many workers have returned to in-person work in either hybrid or full-time arrangements since the COVID-19 pandemic during which our 2022 study was conducted.

Who is Behaving Abusively?

In both the 2022 and 2026 reports, third parties and co-workers were the most frequent perpetrators of harassment and violence and sexual harassment and violence. However, there has been a marked increase in the proportion of respondents indicating that they experienced third-party harassment and violence (36.2% in 2026 and 30.7% in 2022)^v and sexual harassment and violence (41.4% in 2026 and 33.7% in 2022)^{vi}. Despite both differences being statistically significant, both effect sizes are very small and likely too subtle to notice in everyday life. On the other hand, the proportion of respondents indicating that they experienced harassment and violence (33.0% in 2026 and 39.0% in 2022)^{vii} and sexual harassment and violence (36.6% in 2026 and 41.0% in 2022)^{viii} perpetrated by co-workers has decreased in recent years. Neither of these differences are likely to be meaningful in practice despite reaching statistical significance.

This pattern related to workplace harassment and violence perpetrated by co-workers might be explained by the introduction and strengthening of health and safety legislation, changes to workplace policies, and the increase in education and training. This notion is supported by the fact that all forms of workplace harassment and violence perpetrated by colleagues at any level (i.e., co-workers, other employees, immediate supervisors, higher-level managers) have not increased in 2026 and have most often decreased.

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- i. The test was statistically significant, $\chi^2(1, N = 10464) = 4.913, p = .027$, however had a negligible effect size ($\phi = .02$).
 - ii. The test was statistically significant, $\chi^2(1, N = 10423) = 8.706, p = 0.003$, however the effect size was negligible ($\phi = .03$).
 - iii. The test was statistically significant, $\chi^2(1, N = 10432) = 7.086, p = .008$, however the effect size was negligible ($\phi = .03$).
 - iv. The test was statistically significant, $\chi^2(1, N = 10414) = 79.614, p < .001$, with a small effect size ($\phi = .09$).
 - v. The test was statistically significant, $\chi^2(1, N = 6414) = 22.477, p < .001$, however the effect size was negligible ($\phi = .06$).
 - vi. The test was statistically significant, $\chi^2(1, N = 3218) = 20.482, p < .001$. The effect size is considered just under the threshold for a small effect but may still be marginally meaningful in the real world ($\phi = .08$).
 - vii. The test was statistically significant, $\chi^2(1, N = 6414) = 25.066, p < .001$, however the effect size was negligible ($\phi = .06$).
 - viii. The test was statistically significant, $\chi^2(1, N = 3218) = 6.703, p = .010$, however the effect size was negligible ($\phi = .05$).

Disclosures and Reports of Workplace Harassment and Violence and Responses Received

There have been noticeable changes in reporting patterns for workplace harassment and violence in the past five years. Survey respondents who reported harassment and violence were most likely to do so to their supervisor or manager (71.7% in 2026 compared to 56.1% in 2022), followed by their union (36.7% in 2026 compared to 76.9% in 2022). Both the increase (15.6%) in reporting to supervisors or managers^{ix} and the decrease (40.2%) in reporting to unions^x from 2026 to 2022 are statistically significant and likely noticeable. This is particularly true for the decrease in reporting to unions. While it is beyond the scope of this survey to capture the reasons for these reporting patterns, it is possible that the changes to the Canada Labour Code that include specific processes for reporting workplace harassment and violence, could have influenced these changes.

Likewise, less respondents indicated that they filed a formal report or grievance for harassment and violence in 2026 (27.6%) compared to 2022 (51.3%). This decrease (23.7%) in filing a formal report or grievance in 2026 compared to in 2022 is statistically significant and represents a small to medium effect^{xi}. This is likely to be a practically meaningful difference. This might suggest, in part, that successful intervention from unions and employers is occurring early in the process avoiding a formal report or grievance.

Although survey respondents were less likely to report sexual harassment and violence overall, those who chose to report mostly did so to their supervisor or manager (49.8% in 2026 and 53.4% in 2022)^{xii} followed by their union (21.6% in 2026 and 31.1% in 2022)^{xiii}. Fewer still indicated they filed a formal report or grievance related to sexual harassment and violence (18.3% in 2026 and 23.8% in 2022)^{xiv}. The differences in reporting patterns between 2022 and 2026 for sexual harassment and violence are all statistically significant, however only the decrease (9.5%) in reporting to unions in 2026 compared to 2022 signifies a small effect that is likely to be marginally noticeable in the real world. In practice, the reporting pattern for sexual harassment and violence is very similar to that reported in 2022 but shows that respondents are even less likely to report sexual harassment and violence now than they were approximately five years ago.

Outcomes (i.e. did reporting experiences make their situation better) associated with reporting harassment and violence and sexual harassment and violence continue to be perceived as ineffective. Considering all reporting avenues together (i.e. supervisors/managers, unions, filing a formal report or grievance) for harassment and violence, on average there are significant differences in outcomes

ix. The test was statistically significant, $\chi^2(1, N = 5905) = 156.927, p < .001$, with a small effect size ($\phi = .16$).

x. The test was statistically significant, $\chi^2(1, N = 5966) = 977.733, p < .001$, with a medium effect size ($\phi = .41$).

xi. The test was statistically significant, $\chi^2(1, N = 5941) = 352.369, p < .001$, with a small to medium effect size ($\phi = .24$).

xii. The test was statistically significant, $\chi^2(1, N = 3441) = 4.455, p = .035$, however the effect size was negligible ($\phi = .04$).

xiii. The test was statistically significant, $\chi^2(1, N = 4049) = 44.502, p < .001$, with a small effect size ($\phi = .11$).

xiv. The test was statistically significant, $\chi^2(1, N = 4050) = 17.558, p < .001$, however the effect size was negligible ($\phi = .07$).

xv. A one-way multivariate analysis of variance (MANOVA) was conducted to test whether outcomes associated with reporting harassment and violence across all three reporting avenues were different between years. The test was significant, Hotelling's Trace = 0.055, $F(3, 1408) = 25.708, p < .001, \eta_p^2 = 0.052$, with a small to medium effect size. The univariate follow-up tests were significant for reporting to unions ($F(1, 1410) = 16.281, p < .001, \eta_p^2 = 0.011$) and for filing a formal report or grievance ($F(1, 1410) = 6.664, p = .010, \eta_p^2 = 0.005$), but not for reporting to supervisors or managers ($F(1, 1410) = 0.812, p = .368, \eta_p^2 = 0.001$). The results for reporting to unions indicate that, on average, reporting to unions is making less of a difference for those who report harassment and violence at work to them in 2026 ($M = 2.01, SD = 0.65$) compared to in 2022 ($M = 2.15, SD = 0.71$). This mean difference is significant ($M_{diff} = -0.15, SE = 0.04, 95\% CI: -0.22, -0.08, SD = 0.70$). Similarly, on average, filing a formal report or grievance related to harassment and violence in 2026 ($M = 2.04, SD = 0.70$) compared to in 2022 ($M = 1.95, SD = 0.68$) is making more of a difference. This mean difference is significant ($M_{diff} = 0.96, SE = 0.04, 95\% CI: 0.023, 0.169$). A Bonferroni correction was used to for the univariate tests to correct for error associated with multiple comparisons.

in 2026 compared to 2022^{xvi}. This is predominantly driven by the decline in perceived effectiveness of outcomes associated with reporting to unions in 2026 compared to 2022. There is also a marginal positive increase in outcomes associated with filing a formal report or grievance. However, the effect sizes of these differences are small, indicating that the practical significance of these changes may be limited. In contrast, there has been no statistically significant change in overall reporting outcomes for sexual harassment and violence between survey years^{xvi}.

Nevertheless, examination of the distribution of responses across each outcome category (“made worse”, “made no difference”, “made better”) reveals some areas of improvement (see Figures 19 and 20). Although the overall pattern remains similar to 2022, there are marked increases in the proportion of survey respondents who indicated that reporting harassment and violence to their supervisor or manager made things better (27.5% in 2026 compared to 18% in 2022). The same is true for those who reported sexual harassment and violence to their supervisor or manager (30.9% in 2026 compared to 22% in 2022). In addition, there was a small increase in the proportion of respondents indicating that reporting sexual harassment and violence to their union (25.8% in 2026 compared to 24% in 2022) and filing a formal report or grievance (26.9% in 2026 compared to 24% in 2022) made the situation better.

In summary, there are minimal changes in the average ratings of whether reporting workplace harassment and violence made a difference. However, a slightly greater proportion of respondents selected more positive response options in 2026. This suggests that there are incremental improvements in certain pathways, particularly reports to supervisors and managers.

xvi. A one-way multivariate analysis of variance (MANOVA) was conducted to test whether outcomes associated with reporting sexual harassment and violence across all three reporting avenues were different between years. The test was significant, Hotelling’s Trace = 0.14, $F(3,557) = 2.685$, $p = .046$, $\eta_p^2 = 0.014$. However, the univariate follow-up tests were not significant for any of the reporting avenues (reporting to supervisors/managers, $F(1,559) = 1.186$, $p = .277$, $\eta_p^2 = 0.002$; reporting to unions, $F(1,559) = 1.962$, $p = .162$, $\eta_p^2 = 0.003$; filing a formal report or grievance, $F(1,559) = 0.024$, $p = .876$, $\eta_p^2 = 0.000$). The significant MANOVA effect was driven by a significant intercept model, which means that the averages are significantly different from zero. In this case, this is not a meaningful finding, and we can conclude that reporting outcomes for sexual harassment and violence do not differ between 2022 and 2026.

Highlights

- Workplace harassment and violence is still a major problem in Canada even though there has been a slight downward trend in the proportion of respondents indicating they have had such experiences.
 - Just over 3 in 5 of survey respondents experienced at least one behaviour or practice of harassment and violence while at work, most commonly in the form of receiving persistent criticism of work or effort (68.8%) and verbal intimidation (68.0%).
 - Just over 2 in 5 of survey respondents experienced at least one behaviour or practice of sexual harassment and violence while at work, most commonly in the form of sexual conversation (57.9%) and unwanted invasion of personal space (57.8%).
 - Nearly 1 in 5 of survey respondents experienced at least one behaviour or practice of online harassment, most commonly in the form of receiving threatening/aggressive emails, social media messages, or text messages (68.5%) and being the target of threatening or aggressive online comments (53.9%).
- Gender-diverse and 2SLGBTQIA+ individuals are more likely to experience all forms of workplace harassment and violence compared to men and women and heterosexual respondents. In both cases, this is most pronounced for sexual harassment and violence.
- Indigenous respondents continue to experience the highest rates of harassment and violence (73.7%) and multiracial respondents experience the highest rates of sexual harassment and violence (50.0%).
- Survey respondents who live with at least one form of disability experienced significantly higher rates of all forms of workplace harassment and violence.
- Harassment and violence and sexual harassment and violence perpetrated by third parties continues to be a growing problem.
- The majority of survey respondents are regularly exposed to at least one factor that puts them at greater risk for all forms of workplace harassment and violence. These include jobs that involve: the exchange of money, interaction with the public, and the serving of alcohol.
- As in our 2022 report, there continue to be major barriers to reporting across all forms of workplace harassment and violence pointing to possible reasons such as the normalization of 'subtle' behaviours and practices, training that focuses on more physical behaviours and practices, lack of information and trust in the reporting process, and the lack of protection from negative consequences.

- Across all reporting avenues, the majority of survey respondents who did report harassment and violence or sexual harassment and violence indicated that doing so made no difference or made the situation worse. However, there are notable improvements since our 2022 report.
- Negative impacts on health and well-being, work, and careers continue due to all forms of workplace harassment and violence. However, the current study shows at least some improvements in all three categories.

Conclusion and Future Directions

The world of work is not only a constellation of spaces where forms of workplace harassment and violence occur and where workers are harmed, but a place that creates possibilities for change and protection. The current report demonstrates some trends in a positive direction compared to the 2022 report. It also indicates that much more work continues to be needed. People in Canada continue to experience high rates of workplace harassment and violence. This is especially so for workers with marginalized identities.

There continues to be a need for a strategy designed for long-term change to make work safer for everyone. To do so, deeper and sustained exploration and evaluation of prevention and intervention practices and of lessons learned is required. Two areas requiring attention include third-party workplace harassment and violence and barriers to and outcomes of reporting experiences of workplace harassment and violence.

With the ratification of ILO Convention 190, every worker in Canada has the right to work free from harassment and violence. To realize this right, collaboration between researchers, governments, employers, unions, and workers is needed to address the barriers and challenges identified in this report. This report provides clear information of the trends and barriers that require action. It is time for a comprehensive strategy to implement C190 across every jurisdiction, informed by evidence, with specific target approaches to address the challenges of third-party violence, impacts on marginalized workers, and barriers to reporting. The federal government could use the upcoming five-year review of the changes to the Canada Labour Code and accompanying regulations as an opportunity to engage employers and unions to address some of the findings from the survey.

The repetition of this national survey approximately every five years would be helpful in ensuring continued improvement and monitoring of the level of safety related to workplace harassment and violence in Canada.

Acknowledgements

This research has been a collaborative effort between the Centre for Research and Education on Violence Against Women and Children (Berlingieri, Clerke) and the Canadian Labour Congress.

We would like to thank Employment and Social Development Canada for funding to support this project.

Graphic design

Emily Kumpf

Suggested Citation

Berlingieri, A., & Clerke, A.S. with the Canadian Labour Congress. (2026). *Is work safer? The second national survey on harassment and violence at work in Canada*. Centre for Research and Education on Violence Against Women and Children, Western University.

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Funded by the Government of Canada's Workplace Harassment and Violence Prevention Fund / Fonds pour la prévention du harcèlement et de la violence

The opinions and interpretations in this publication are those of the authors and do not necessarily reflect those of the Government of Canada.



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