



# INVESTIGATING WORKPLACE HARASSMENT IN POLICING

## A Certificate Program



## About the program

Investigating workplace harassment and discrimination can be challenging. To do it effectively, investigators need to understand the law, the psychology behind harassment, and procedural fairness. This three-day program is designed to help police service members investigate these complaints, providing the knowledge and skills necessary for legally sound, trauma-informed investigations.

After completing the program, you will be better able to:

- understand the law and psychology of harassment and bullying
- conduct a proper investigation using best practices and a trauma-informed lens
- assess credibility, weigh evidence, and make robust and legally defensible findings
- prepare a comprehensive investigation report



Feb 11 – Feb 13, 2025



9:00 a.m. – 4:00 p.m.  
(each day)



Sheridan College,  
1400 Trafalgar Road



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exercises

# We will cover:

- what constitutes harassment, including bullying, sexual harassment, and racism
- the distinction between workplace harassment and misconduct under the Police Services Act
- legal decisions on workplace harassment and discrimination
- how to use a trauma-informed process
- identifying and minimizing unconscious bias
- procedural fairness, rules of evidence and getting beyond “he said/she said”
- interviewing skills and techniques
- assessing credibility and reliability
- how to apply the applicable standard of proof
- how to prepare a legally sound report

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