



Community Legal Education Association

Fall Newsletter

PRESIDENT'S MESSAGE

Sarah Thurmeier

Dear Friends of CLEA,

Since 1984, CLEA has successfully delivered an array of programs and resources to work with communities where there are understood needs. These services help individuals better understand our legal system and how to resolve their legal issues. To continue our vital work, we must seek the support of dedicated supporters like you.

CLEA will be hosting a Quiz Night on November 2, 2023, at the First Unitarian Universalist Church of Winnipeg, 603 Wellington Crescent. We are looking forward to bringing CLEA's board, staff, supporters, and friends together for this fundraising event!

We warmly invite you to participate in and show your support for our fundraiser. There are various ways to get involved:

Attend the Event: Purchase your tickets and join us on November 2, 2023.

Spread the Word: Help us reach a wider audience by sharing our event details with your friends, family, and colleagues.

Volunteer: Contribute your time and skills to help make our Quiz Night a seamless and memorable experience.

Sponsor the Event: We have a number of sponsorship options available. There are three levels of sponsorship:

- **Gold** - \$500 - entitles you to: Your name and logo in the Quiz Night Programme, in the PowerPoint presentation on Quiz Night, and in all promotional materials.
- **Silver** - \$300 - entitles you to: Your name and logo in the Quiz Night Programme, and in the PowerPoint presentation on Quiz Night.
- **Bronze** - \$150 - entitles you to: Your name and logo in the Quiz Night Programme.

You can also help us by being a prize sponsor for the prize draw at our Quiz Night. Prize donations may include merchandise or services.

Please contact CLEA's Executive Director, Mary Troszko, at mctroszko@communitylegal.mb.ca to order tickets, to volunteer for the event, to become a sponsor, to donate a prize, or for more information.

Thank you to our Quiz Night sponsors: Fillmore Riley LLP, Simmonds and Associates, and Assiniboine Credit Union.

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Thank You to our Funders:

Core Funders

Department of Justice
Canada

Manitoba Law Foundation
Law Society of Manitoba

Project Funders

Department of Justice
Canada

Manitoba Law Foundation



**Unknown
Rights are
Not Rights
At All!**

WORKPLACE SEXUAL HARASSMENT PROJECT

We received funding from Justice Canada for a 5-year project, starting September 2019 and ending March 31, 2024. Since the project will be ending soon, we thought this would be a good time to highlight some of the great work done by the lawyers who have staffed this project - Brittney Fehr, Carlyn Sarna and Victoria Weir and to also thank CLEA's Legal Writer, Brendon Yarish for writing the brochure, and CLEA's Law Phone-In Lawyers, Jennifer Dunik and Charlene Thomas, who provided back-up for the Workplace Sexual Harassment lawyers. We were glad to have been able to host workshops in partnership with Consent at Work project, led by SERC, MFL Occupational Health Centre, and Klinik. We would like to also thank Justice Canada for funding the project and providing us with the opportunity of addressing this important issue.

The project involved several components: setting up a WSH Hot Line, creating a brochure and other materials, presenting a series of 25 workshops around the province, and creating a webinar.

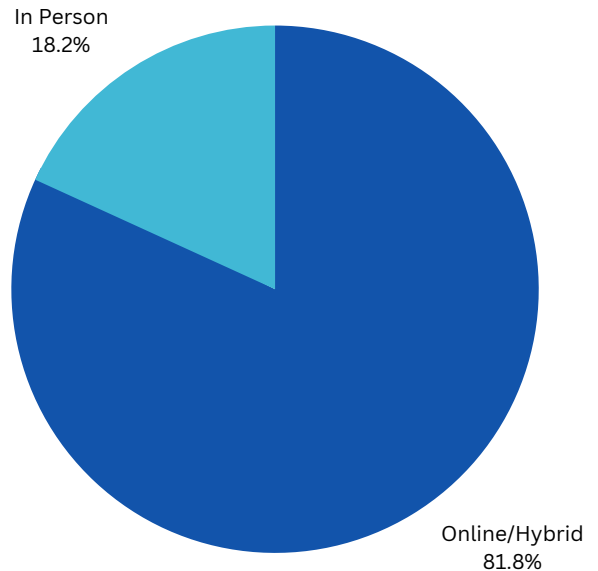
The Sexual Harassment Hotline was launched on January 21, 2020. We also set up a dedicated email address. The hotline was created to provide clients with a direct line to a lawyer who could provide legal advice and information. The primary purpose of the hotline was to assist callers who were experiencing workplace sexual harassment. However, the hotline also received a large number of calls pertaining to sexual assault, sexual harassment outside of the workplace, employment law, domestic violence, protection orders, criminal harassment and general workplace harassment.

In addition to legal information, the hotline provided referrals to lawyers where appropriate, as well as referrals to appropriate organizations such as the Human Rights Commission, Workplace Safety and Health, Legal Aid, Klinik Third Party Reporting, and Employment Standards. Callers were also referred to crisis services or community supports where appropriate.

The hotline allowed people to quickly connect with a lawyer without having to leave their name or contact information and discuss legal options after experiencing harassment in the workplace; whereas the email address enabled people to seek legal information outside of regular business hours.

Many callers used this service as a first contact when considering whether they should advance a complaint, others contacted the WSH lawyer several times during their complaint process for additional information or support. 617 people have contacted the hotline.

Workshops



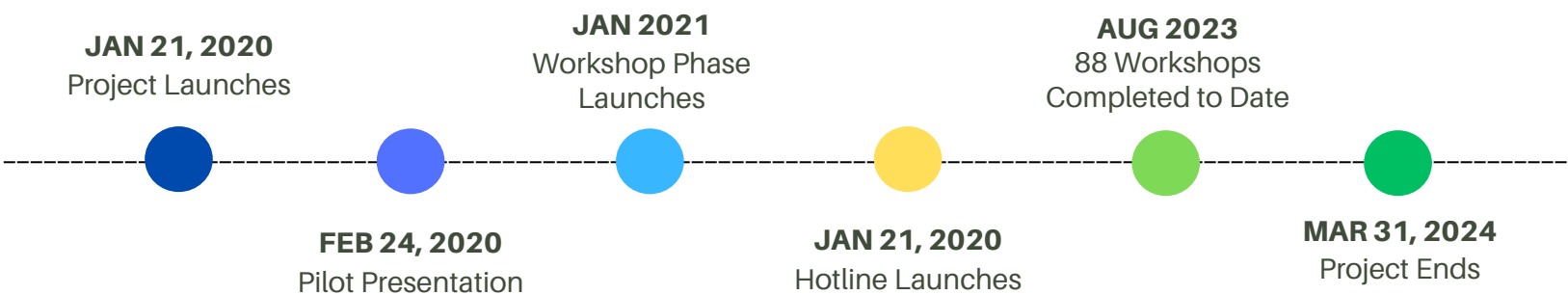
88
workshops
provided



1011
participants
reached



34
communities
served



We held a pilot presentation on February 24, 2020 at the Millennium Library. Kara Bashutski then of Deeley Fabbri Sellen LLP delivered an excellent presentation. The pandemic caused delays in launching the workshop phase of our project, which we launched in January 2021.

Between January 2021 and August 2023, we organized 88 workshops. An incredible 1,011 participants in 34 communities have learned more about their rights and responsibilities in addressing sexual harassment in the workplace.

Attendees represent diverse groups, including: youth, newcomers to Canada, women, Francophone Manitobans, and people living in rural and Northern Manitoba and even into our neighbouring provinces of Saskatchewan and Ontario. We partnered with 22 community organizations throughout the province to expand access to our programming.

The workshops were so popular that many of the organizations scheduled second or third workshops for subsequent groups. Many of these participants accessed other CLEA programs and resources, such as our Law Conference, webinars and videos, or reached out to plan workshops on other legal topics.

Having initially launched in the first year of the pandemic, the WSH project's workshops have remained flexible and adapted to the needs of the community. Using a combination of in-person, fully remote, and hybrid options has allowed us to reach a wide range of organizations, centres, and populations across Manitoba. In total, 72 online or hybrid workshops were delivered and once it became safe to do so, 16 in person presentations.

We have also distributed hundreds of copies of our WSH brochures, bookmarks and posters to organizations across the province and nearby regions for use in their programming. These materials are being used by organizations across Manitoba to raise awareness of the right to work in an environment free from harassment, and are also available free of charge on our website.

The WSH Hotline Lawyer and the WSH Program Coordinator both travelled to Toronto, to attend the 2022 conference held by the Public Legal Education Association of Canada. The conference was attended by numerous organizations that offer a variety of WSH projects. The conference offered a valuable opportunity for the CLEA staff to see how projects operate in other jurisdictions. It was also highly beneficial for staff to be able to discuss ideas, strengths and challenges of the WSH project with the staff of other organizations.

Until March 31, 2024, the toll-free number for the Workplace Sexual Harassment Line is

1-877-226-4366

The email address is:

sexualharassmenthelp@communitylegal.mb.ca

We also created a web page:

www.communitylegal.mb.ca/programs/workplace-sexual-harassment-project/

After March 31, 2024, the web page will remain on our website, as will the brochure, bookmark and poster.



**COMMUNITY LEGAL
EDUCATION ASSOCIATION**

QUIZ NIGHT FUNDRAISER

**NOVEMBER 2, 2023
6:00 - 10:00 PM**

**FIRST UNITARIAN UNIVERSALIST
CHURCH OF WINNIPEG
603 WELLINGTON CRESCENT**

**TICKET INCLUDES FOOD, NON-
ALCOHOLIC BEVERAGES, AND A
CHANCE TO WIN A DOOR PRIZE.**

***BEER & WINE AVAILABLE FOR
PURCHASE**

\$40

TICKETS

\$25

STUDENT

**To purchase tickets online, visit
<https://bit.ly/48CbwJt>**

**CLEA IS RAISING FUNDS TO SET UP AN ENDOWMENT FUND
THROUGH THE WINNIPEG FOUNDATION. JOIN US FOR A FUN
NIGHT OF TRIVIA AND SUPPORT A GOOD CAUSE!**