

# Workplace Harassment Bibliography

February 2014

**Ontario Secondary School Teachers' Federation**  
**Fédération des enseignantes-enseignants**  
**des écoles secondaires de l'Ontario**  
60 Mobile Drive, Toronto, Ontario M4A 2P3



TEL 416.751.8300  
TEL 1.800.267.7867  
FAX 416.751.3394  
[www.osstf.on.ca](http://www.osstf.on.ca)

 **OSSTF/FEESO**  
PROTECTING AND ENHANCING PUBLIC EDUCATION

Email: library@osstf.ca

OSSTF/FEESO Research Library On-line Catalogue:  
<http://oss-verso.auto-graphics.com/>

# **WORKPLACE HARASSMENT: BIBLIOGRAPHY**

## **OSSTF/FEESO RESEARCH LIBRARY**

### **FEBRUARY 2014**

See also: Bullying; Conflict Resolution; Sex-Role Stereotyping; Status of Women; Stress Management.

#### **BOOKS**

- Aggarwal, Arjun Prakash. Sexual Harassment: A Guide for Understanding and Prevention. Markham, ON: Butterworths, 1992. HF5549.5.S39A44S38
- Blauvelt, Peter D. Making Schools Safe for Students: Creating a Proactive Safety Plan. Thousand Oaks, CA: Corwin Press, 1999. LB3013.3.B42M24
- Bowland, Adelyn L. Annotated Ontario Human Rights Code. Toronto: Thomson, 2002. KE4410.O57A55
- Canadian Centre for Occupational Health and Safety. Violence in the Workplace: Prevention Guide. Hamilton: CCOHS, 2001. HF5549.5.S39C23V46
- Carr, Jacquie; Huntley, Audrey; MacQuarrie, Barbara; Welsh, Sandy. Workplace Harassment and Violence Report. London, ON: Centre for Research on Violence Against Women and Children, 2004. HF5549.5.S39C27W67
- Clark, Rosemary. School Law 2007: A Reference Guide for Ontario. Toronto: OSSTF, 2007. KE3806.O57S35
- Coelho, Elizabeth; Costiniuk, William; Newton, Charis. Antiracism Education: Getting Started: A Practical Guide for Educators. Toronto: OSSTF, 1995. LC3734.C64A57
- Cohan, Audrey; Johnson, Yolanda M. Sexual Harassment and Sexual Abuse: A Handbook for Teachers and Administrators. Thousand Oaks, CA: Corwin Press, 1996. LC212.82.C64S49
- COMPAS Inc. The State of the Teaching Profession in Ontario. Toronto: Ontario College of Teachers, 2003 - . LA418.O5C65S72

- Fuller, Robert W. Somebodies and Nobodies: Overcoming the Abuse of Rank. Gabriola Island, BC: New Society Publishers, 2003. KE4390.F84S65
- Hoel, Helge; Sparks, Kate; Cooper, Cary L. The Cost of Violence/Stress at Work and the Benefits of a Violence/Stress-Free Working Environment. Geneva: International Labour Organization, 2001. HF5549.5.S39H64C67
- James Matsui Research. Bullying in the Workplace Survey. Toronto: OSSTF, ETFO, OECTA, 2005. LB3013.3.O51B84
- Keel, Robert G.; Tymochenko, Nadya. An Educator's Guide to Parental Harassment. Aurora, ON: Canada Law Book, 2004. LC225.3.K44E38
- Keith, Norman; Bassi, Goldie. Human Resources Guide to Preventing Workplace Violence. Aurora, ON: Canada Law Book, 2010. HF5549.5.K45
- Kelloway, E. Kevin; Barling, Julian; Hurrell, Joseph J., editors. Handbook of Workplace Violence. Thousand Oaks, CA: Sage Publications, 2006. HF5549.5.S39H25
- Lyon, David R.; Douglas, Kevin S. Violence Against British Columbia Teachers. Vancouver: British Columbia Teachers' Federation, 1999. LB3013.3.B74V46
- McCarthy, Paul; Mayhew, Claire. Safeguarding the Organization Against Violence and Bullying: An International Perspective. Hampshire, UK: Palgrave MacMillan, 2004. HF5549.5.B84M33
- Namie, Gary; Namie, Ruth. The Bully at Work: What You Can Do to Stop the Hurt and Reclaim Your Dignity on the Job. Naperville, IL: Sourcebooks, 2000. HF5549.5.B84N25
- Newman, Elaine. Violence and Harassment in the Workplace: A Practical Guide to Ontario's Bill 168 for Employers, Unions and Employees. Toronto: Lancaster House, 2012. HF5549.5.E43N49
- Ontario Human Rights Commission. Human Rights: Policies and Practice in Ontario. Toronto: OHRC, 1998. JC599.O57H95
- Ontario Ministry of Education and Training. Antiracism and Ethnocultural Equity in School Boards: Guidelines for Policy Development and Implementation. Toronto: MOE, 1993. LC3734.O43A57

- Ontario Occupational Health and Safety Branch. Workplace Violence and Harassment: Understanding the Law. Toronto: OHSB, 2010. KF3464.W67
- Ontario Secondary School Teachers' Federation. Submission to the Ministry of Labour Consultation Paper on Workplace Violence Prevention. Toronto: OSSTF, 2008. HF5549.5.S39O57S83
- Ontario Women's Directorate. A Time for Action on Sexual Harassment in the Workplace. Toronto: OWD, 1993. HF5549.5.S39O59T45
- Ontario Women's Directorate. Workplace Harassment: An Action Guide for Women. Toronto: OWD, 1994, 2001. HF5549.5.S39O59W67
- Parsons, Les. Bullied Teacher, Bullied Student: How to Recognize the Bullying Culture in Your School and What to Do About It. Markham, ON: Pembroke Publishers, 2005. LB3013.3.P27B84
- Pfeiffer & Company. Addressing Sexual Harassment in the Workplace: Trainer's Package. San Diego, CA: Pfeiffer & Co., 1992. HF5549.5.S39A33
- Randazzo, Daniel P. The Annotated Ontario Labour Relations Act. Scarborough, ON: Carswell, 1995 - . KEO629.R25A55
- Staton, Patricia; Larkin, June. Sexual Harassment as a Barrier to Gender Equity in Education. Toronto: Green Dragon Press, 1993. LC212.8.S73S49

**ARTICLES AND PAPERS**

- Alberta Teachers' Association. "Towards a Definition of Harassment." Workplace 1 [www.teachers.ab.ca](http://www.teachers.ab.ca), c2001. 24 pages.
- Arbitration cases concerning workplace harassment. Lancaster's Women/Pay Equity Employment Law News, 1992-2003. Workplace 33
- Ball, Karen; Martyn, Patricia. Sexual harassment. Education Forum (OSSTF), Spring 1999. 4 page pullout. Workplace 2
- Blythe, Bruce T.; Stivarius, Terri Butler. Workplace violence. EAP Digest, Winter 2003, p. 24-28. Workplace 3
- Canada. Department of Justice. "Toward a Workplace Free of Conflict and Harassment." <http://canada.justice.gc.ca>, 2004. 21 pages. Workplace 4

- Canada Safety Council. "Bullying in the Workplace." [www.safety-council.org](http://www.safety-council.org), 2004. 3 pages. Workplace 5
- Canadian Initiative on Workplace Violence. Information concerning workplace harassment. [www.workplaceviolence.ca](http://www.workplaceviolence.ca), 2004. 28 pages. Workplace 6
- Daigneault, Lynn. Sexual harassment...it does exist in our workplace! Education Forum (OSSTF), April 1981, p. 61-62. Workplace 7
- Dohan, Margaret. Sexual harassment policy: a comparative analysis of selected school board policies. Education Canada, Winter 1995, p. 40-53. Workplace 8
- Elementary Teachers' Federation of Ontario. "Bill 168 Protects Educational Personnel from Violence and Harassment in the Workplace." Toronto: [www.etfo.ca](http://www.etfo.ca), 2010. 2 pages. Workplace 44
- French, Glenn. "Addressing Workplace Violence." Toronto: The Canadian Initiative on Workplace Violence, 2008. 8 pages. Workplace 39
- French, Glenn. "From Words to Weapons: An Anatomy of Workplace Violence in Canada." [www.workplaceviolence.ca/articles/index.html](http://www.workplaceviolence.ca/articles/index.html), 2011. 4 pages. Workplace 40
- Hynes, Derrick. "Preventing Workplace Violence: Towards an Aggression-Free Workplace." Ottawa: Conference Board of Canada, 2001. 9 pages. Workplace 9
- Janusz, Barbara D. Bully-free workplaces: making psychological harassment against the law. Our Times, June/July 2010, p. 16-20. Workplace 38
- Lewis, Jacqueline; Coursol, Diane; Wahl, Kay Herting. Addressing issues of workplace harassment: counseling the targets. Journal of Employment Counseling, September 2002, p. 109-116. Workplace 10
- Luce, Geoffry. Mediation 1-2-3: a step-by-step conflict resolution program for EAPs. EAP Digest, May/June 1997, p. 20-23. Workplace 11
- Luce, Geoffry. When seconds count: handling threats of violence at work. EAP Digest, May/June 1996, p. 16-19. Workplace 12
- Manitoba Teachers' Society. Bullying in the workplace: how to recognize it. The Manitoba Teacher, September 2004, p. 5. Workplace 13
- McClure, Lynne. Why no one wants to confront problem employees, and how EAPs can help. EAP Digest, January/February 1998, p. 18-20. Workplace 14

- Metropolitan Action Committee on Violence Against Women and Children. "Workplace Sexual Violence & Harassment." Toronto METRAC, 2008. 10 pages. Workplace 43
- Namie, Gary. Workplace bullying: escalated incivility. Ivey Business Journal, November/December 2003. 6 pages. Workplace 15
- National Association of Secondary School Principals. How to prevent and resolve incidents of sexual harassment. Tips for Principals, February 1997. 2 pages. Workplace 16
- Ontario Federation of Labour. "Climb the Hill: Sexual Harassment in the Workplace." Toronto: OFL, 2009. 7 pages. (See also Audiovisual) Workplace 37
- Ontario Human Rights Commission. "Policy on Discrimination and Harassment Because of Gender Identity." Toronto OHRC, 2009. 17 pages. Workplace 42
- Ontario Human Rights Commission. "Policy on Racial Slurs and Harassment and Racial Jokes." Toronto: OHRC, 1996, 2004. 11 pages. Workplace 17
- Ontario Human Rights Commission. "Policy on Sexual Harassment and Inappropriate Gender Related Comments and Conduct." Toronto: OHRC, 1996, 2004. 16 pages. Workplace 18
- Ontario Human Rights Commission. "Policy on Sexual Harassment and Inappropriate Gender Related Comments and Conduct." Toronto: OHRC, 2009. 16 pages. Workplace 41
- Ontario Institute for Studies in Education. Harassment Prevention Policy Committee. "Harassment Prevention Policy & Procedures." September 1989. 17 pages. Workplace 19
- Ontario Secondary School Teachers' Federation. Statements and policies concerning workplace harassment, 1983-2004. Workplace 31
- Ontario Women's Directorate. "Harassment Hurts: Preventing Sexual Harassment at School & Work." Toronto: [www.citizenship.gov.on.ca/owd/](http://www.citizenship.gov.on.ca/owd/), 2011. 1 page. Workplace 35
- Ontario Women's Directorate. "Sexual Assault: What Every Girl and Woman Should Know." Toronto: [www.citizenship.gov.on.ca/owd/](http://www.citizenship.gov.on.ca/owd/), 2011. 15 pages. Workplace 36
- Ontario Women's Justice Network. "Sexual Harassment in the Workplace." [www.owjn.org](http://www.owjn.org), 2000, 2002. 4 pages. Workplace 20

- Québec. Commission des normes du travail. Workplace harassment and provincial legislation. [www.cnt.gouv.qc.ca](http://www.cnt.gouv.qc.ca), 2004. 40 pages. Workplace 21
- Quine, Lyn. Workplace bullying in NHS community trust: staff questionnaire survey. British Medical Journal, January 1999. 11 pages. Workplace 22
- Raver, Jana L.; Nishii, Lisa H. "Once, Twice, or Three Times as Harmful?: Ethnic Harassment, Gender Harassment, and Generalized Workplace Harassment." Washington, DC: American Psychological Association, 2010. 19 pages. Workplace 34
- Remington, Mary Rose. Resolving interpersonal problems in the workplace. EAP Digest, September/October 1996, p. 22-25. Workplace 23
- Roher, Eric M. Sexual harassment and the schools. Brock Education, Spring 1992, p. 1-5. Workplace 24
- Underwood, Julie. End sexual harassment of employees, or your board could be held liable. American School Board Journal, April 1987, p. 43-44. Workplace 25
- Weinfeld, Morton. Don't cry wolf: sexual harassment is a real problem, but the defenses against it should be carefully designed for substantial cases. Policy Options, December 1985, p. 32-35. Workplace 26
- White Ribbon Campaign. "It's Time for Guys to Put an End to Men's Violence Against Women." Toronto: WRC, [2003]. 14 pages. Workplace 30
- Workplace harassment policies of various organizations. Workplace 32
- Yandrick, Rudy M. 10 Principles of workplace behavior. EAP Digest, January/February 1998, p. 26-27. Workplace 27

**AUDIOVISUAL**

- Cubello, Mary. Unsafe to Teach. Orangeville, ON: McIntyre Media Inc., 2006. VR 99  
1 DVD + Teachers Guide (11 pages)
- Elementary Teachers' Federation of Ontario. It Can Happen to You: Preventing Allegations of Assault and Professional Misconduct. Toronto: ETFO, 2002. VR 340  
1 VHS (28 minutes)



- Ontario English Catholic Teachers' Association. Be Wary, Be Wise: Remember Your Union; We're Here to Help. What Would You Do If Your Professional Conduct Was Being Investigated? Toronto: OECTA, 2002. 1 VHS (17 minutes) + 1 Binder (5 + 19 pages) VR 339 Kit
- Ontario Federation of Labour. Climb the Hill: Sexual Harassment in the Workplace. Toronto: OFL, 2009. 1 DVD VR 163B
- Ontario Federation of Labour. Sexual Harassment: Working It Out. Toronto: OFL, 1993. 1 VHS (21 minutes) + Workbook Binder VR 163A Kit
- Ontario Ministry of Education and Training. Models for Change: Harassment and Discrimination Education for Colleges and Universities. Toronto: MOE, 1995. 1 VHS (58 minutes) + 1 Binder (373 pages) VR 348 Kit
- Ontario Secondary School Teachers' Federation. Dealing with harassment in the workplace: a guide for OSSTF leaders. Toronto: OSSTF, 2007. 1 DVD VR 99A