

NATIONAL DAY OF CONVERSATION

November 26, 2020



Because **one in four** women in fundraising experience sexual harassment.



What is the National Day of Conversation (NDOC)?

Founded in 2019, the National Day of Conversation (NDOC) is a day of digital conversation to raise awareness about the issue of sexual harassment of fundraisers in the charitable and non-profit sectors.

Why is this day **important**?

Everyone has a right to feel safe at work. Yet fundraisers are in a uniquely vulnerable position when meeting with powerful donors, board members, and other influential members of the community — often alone.

A 2018 Harris Poll survey by the Association of Fundraising Professionals (AFP), AFP Foundation, and the Chronicle of Philanthropy found that:

25% of **female fundraisers**, and **7%** of **men**, have experienced sexual harassment in their work

48% of respondents had either personally experienced, witnessed, and/or heard second-hand about **incidents of sexual harassment**.

In **65%** of the cases reported in the survey, the perpetrator of the **harassment was a donor**

In nearly all cases (**96%**), the **perpetrator was a male**

13% of those who reported feel that their organization places **a greater value on the loyalty of donors** than the safety of its staff

Ways to get **involved**:

- **Register** for NDOC 2020 at dayofconversation.org
- **Download** social media assets and share information on NDOC with your networks
- **Register** your team for the sessions — make NDOC a day of learning in your organization
- **Check out** our website at dayofconversation.org, created by our friends at The Good Partnership, for more resources and articles and share them widely!



Liz LeClair, who published an op-ed with the Canadian Broadcasting Corporation on her experience with sexual harassment as a fundraiser.

How do I participate in NDOC?

The conversation will be hosted online by the team at **Fundraising Everywhere**, featuring a variety of presentations and panels by subject matter experts. Please note that all sessions will be closed captioned to ensure accessibility.

Our call-to-action and key messages will also be available through on social media, including our **Twitter**, **LinkedIn**, and **Facebook** handles.

Be sure to **like** and **share** our content using the hashtag **#NDOC!**

TRIGGER WARNING:

There may be personal accounts of sexual harassment or assault during the sessions that may trigger viewers/ participants

A primer on workplace sexual harassment

by Sara Forte, Forte Law



Workplace sexual harassment is against the law

While each province and jurisdiction has slightly different human rights laws, in British Columbia, Section 13 of the BC Human Rights Code states that discrimination at work based on sex (among other things) is not allowed. This makes sexual harassment at work against the law. Other jurisdictions have different ways of writing this into their laws, but the effect is the same.

Workplace sexual harassment defined

The basic elements of the legal definition of workplace sexual harassment in Canada have not changed since 1989! In a case called Janzen v. Platy Enterprises Ltd, the Supreme Court of Canada defined workplace sexual harassment as having three elements, as follows:

Sexual harassment in the workplace is unwelcome conduct of a sexual nature that detrimentally affects the work environment or leads to adverse job related consequences for the victims of the harassment.

1. Unwelcome conduct

For conduct to be sexual harassment, it must be unwelcome. We often get the question, if coworkers or people who meet through work are involved in a romantic or sexual relationship, is this sexual harassment? Truly consensual relationships at work are not sexual harassment, as they are “welcome” by both participants. Power imbalance is key to consider in assessing what is “welcome” and people in positions of influence will be held to a much higher standard to assess whether advances are “welcome.”

2. Conduct of a sexual nature

Sexual harassment takes place in many forms and can include everything from comments, emails, texts or sexual jokes to sexual propositions, persistent romantic pursuit, sexual touching or assaults.

3. Negative impact on work or work environment

Workplace sexual harassment has a negative impact on the victim. The negative impact can take many forms, from embarrassment and humiliation, to termination of employment, withdrawal of funding support, or differential treatment at work. The work environment is interpreted broadly and extends beyond the physical office setting. This can include events or anytime/ anywhere there is a work-related interaction.

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