In 2016:

- **4% of Canadian women** were sexually harassed at work, compared with **less than 1% of men**.
- **Aboriginal women** were more likely to be sexually harassed at work than non-Aboriginal women (**10% versus 4%**).
- **Lesbian or bisexual women** experienced more sexual harassment than heterosexual women (**11% versus 4%**).
- **Employers lose $77.9 million** annually due to the direct and indirect effects of domestic violence.

Approximately **every six days**, a woman in Canada is killed by her intimate partner.

- **Aboriginal women are six times more likely** to be killed by their partners than non-Aboriginal women.
- **Transgender people are almost twice as likely** to experience intimate partner violence than cisgender women and men.

**Ways to combat sexual harassment and violence at work:**

- Provide specific guidelines of what is considered sexual harassment and violence.
- New online tools can improve reporting by giving victims flexibility about when and how a report advances.
- Bystander training can help disrupt sexual harassment and assault before it happens.
- Leaders can take an explicit stance against sexual harassment and violence.
- Continue sponsoring and mentoring women in order to help them advance in their careers.