

Boss's Sex Harassment, Assault = Constructive Dismissal



A booking agent claimed she began receiving unwanted sexual attention from her boss, the sole owner of the company, 2 weeks into her employment. What started as inappropriate questions escalated into staring at her body and moving his work chair right up against her own. About a week later, he sexually assaulted her, for which he was arrested and criminally charged. The Human Rights Tribunal found her story credible and ruled that she was constructively dismissed as a result of sexual harassment and ordered the company to pay her \$45K for damages to her dignity, feelings and self-respect + interest [[P.T. v. Rahman Consulting Services](#), 2018 HRT0 1566 (CanLII), Nov. 2, 2018].