

Survey Findings: Discrimination, Harassment, Sexual Harassment, and Bullying in BC's Legal Profession

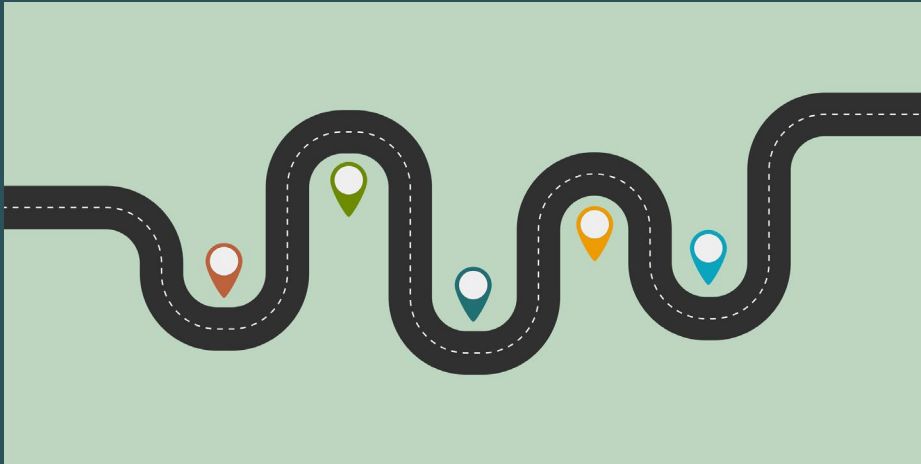
Bullying, Harassment, and Discrimination Task Force

Survey Background

- In April 2025, the Law Society of BC's Bullying, Harassment, and Discrimination Task Force requested a survey to inform their work in developing evidence-based recommendations to address discrimination, harassment, sexual harassment, and bullying in the province's legal profession.
- Between October 8 and December 16, 2025, the Law Society conducted an anonymous and confidential survey as a response to that request.



Report Roadmap



This report presents findings from the survey, and is divided into three parts:

- **Part A** includes the methodology of the survey with the sample profile.
- **Part B** presents key highlights or main take-aways from the survey.
- **Part C** presents the full analysis of the core survey questions.

Part A: Methodology and Sample



METHODOLOGY

Survey Purpose

The purpose of the survey was to better understand experiences of discrimination, harassment, sexual harassment, and bullying in B.C.'s legal profession. Specifically, the survey aimed to:

- understand the prevalence of these experiences;
- examine reporting rates, barriers to reporting, and reporting outcomes; and
- identify measures that could help address these issues.

Survey Design

The survey included 56 quantitative questions and 9 qualitative questions that were organized into six sections:

1. Professional Demographics;
2. Personal Experiences of Discrimination, Harassment, Sexual Harassment, Bullying;
3. Reporting Rates, Outcomes, and Awareness of Reporting Processes
4. Observed/Witnessed Behaviours;
5. Addressing Discrimination, Harassment, Sexual Harassment, Bullying;
6. Socio-demographic Information.

Sample Recruitment

The survey was open to all members of BC's legal community, including

legal professionals and those interacting with them in professional or work-related social contexts. To support broad participation, the Law Society conducted extensive outreach through a notice to the profession, information posted on the Law Society's website, social media messaging, and direct outreach to affinity groups and professional associations.

Sample Size

The initial dataset contained 861 responses. As all questions were optional, a minimum response threshold was applied to focus the analysis on participants who engaged substantively. Respondents who answered fewer than five quantitative questions ($n = 74$) were excluded, resulting in a final analytic sample of 787 participants. All analyses are based on this cleaned dataset.

Survey Limitations

The survey used non-probability sampling that entails self-selection, meaning participants chose to take part rather than being randomly selected and invited to participate. Therefore, the results may reflect the views of individuals who were more motivated to respond and may not fully represent the entire legal profession in the province. Consequently, any extrapolation should be made with caution due to potential self-selection bias. While self-selection is a limitation, this approach is standard in survey research and was chosen to maximize accessibility and participation.

METHODOLOGY

Analysis and Data Presentation

All survey questions were optional, so response rates vary. For quantitative findings, the report includes the number of valid responses (labeled as “n”) for each question, which excludes those who skipped it. Percentages are based on this valid n and are reported as valid percentages. The valid n appears in graph headings for Parts A and B, and alongside survey questions at the bottom of each graph in Part C.

Some questions allowed only one answer; others allowed multiple. For single-answer questions, the report includes graphs and/or tables with exact counts, exact percentages, and missing data. For multiple-answer questions (where percentages can exceed 100%), findings are presented in data tables with exact percentages only; bar graphs are not suitable for this question type. Multiple-answer questions are marked with an asterisk (*) in the graph heading. All quantitative data was analyzed without weighting, meaning no statistical adjustments were made for demographic representation.

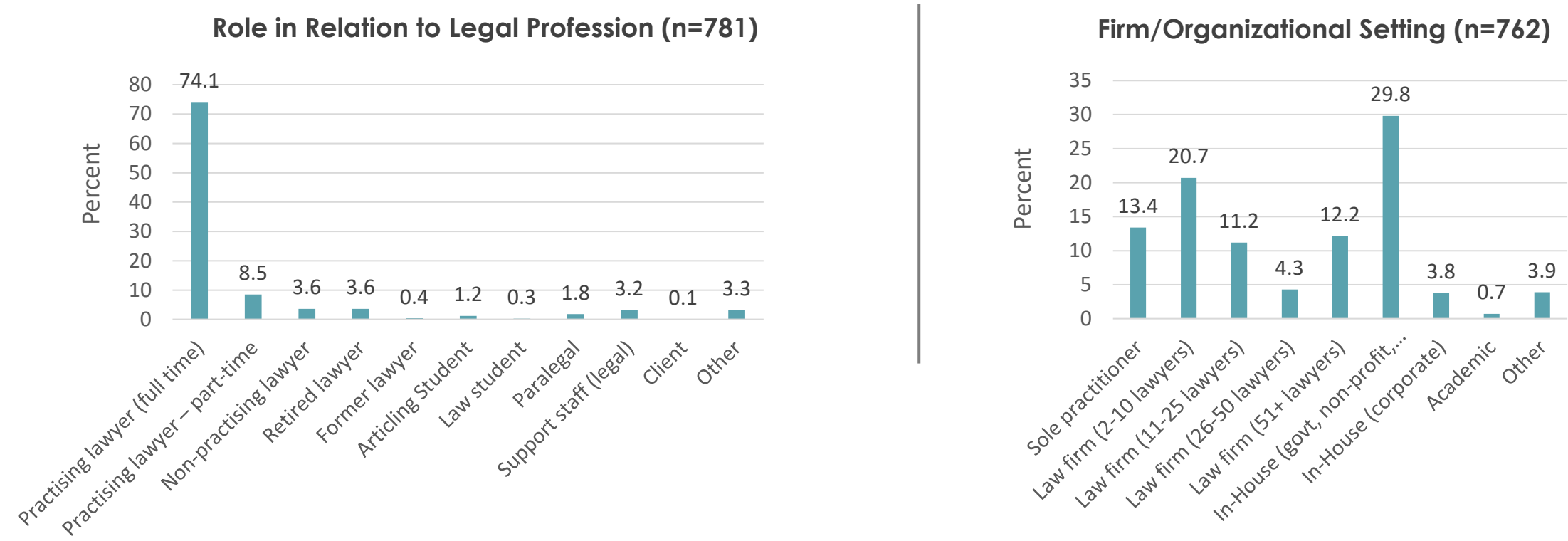
While all quantitative responses were analyzed, some qualitative questions were highlighted, particularly those offering insights into possible solutions. Qualitative data was analyzed using thematic analyses to identify recurring patterns and themes, and quotes are provided for select themes. Exact counts, valid n, or percentages are not reported for qualitative findings, as the goal is to understand the texture of experiences rather than to generalize.

Each slide in this report includes a top-line finding to help readers quickly grasp the key takeaway. When percentages appear in these top-line findings, they are rounded to the nearest whole number. For example, 45.7% becomes 46%, 45.2% becomes 45%, and 45.5% stays 45.5%. Exact percentages are shown in the accompanying graphs and tables.

In the following slides, the report begins with a profile of survey respondents, covering their professional background (e.g., role in the legal profession) and social demographics (e.g., racial identity). Part B then highlights the most important findings and key takeaways, followed by Part C with the comprehensive results.

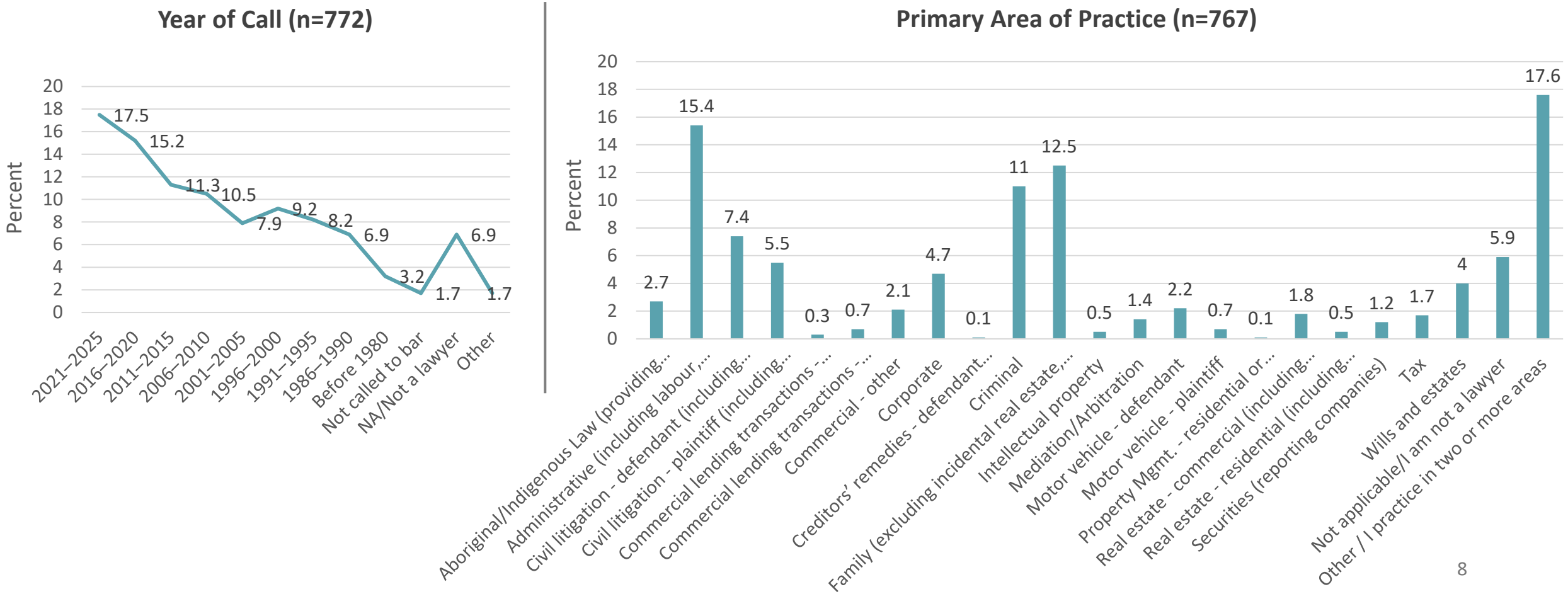
SAMPLE: PROFESSIONAL DEMOGRAPHICS

The majority of respondents were full-time practising lawyers (74%). The most common workplace setting was in-house, including government, non-profit, or other public bodies (30%).



SAMPLE: PROFESSIONAL DEMOGRAPHICS

The sample leaned toward newer entrants: over 50% were called to the bar in the last 15 years, with the largest cohort being 2021-2025 (17.5%). The most common practice areas among respondents were administrative law (15%), family law (12.5%), and criminal law (11%).



SAMPLE: SOCIO-DEMOGRAPHICS

Most respondents identified as White or European (75%), followed by South Asian (8.5%) and East Asian (7%). The vast majority were not Indigenous to Canada (91%); among those who were, the most reported identities were Métis (3%), First Nations (Non-status) (1.5%), and First Nations (Status) (1%).

Racial Identity* (n=590)	
	Percent
African, Black, or Caribbean	1.2
Arab	.8
East Asian	7.3
South Asian	8.5
Southeast Asian	1.7
West and Central Asian	2.0
Latin American	1.2
White or European	75.3
Prefer to self-describe	9.2

Indigenous Identity* (n=597)	
	Percent
I do not identify as Indigenous to Canada	90.9
First Nations (Status)	1.3
First Nations (Non-status)	1.5
Métis	3.2
Inuit	.2
Indigenous to Canada (but prefer not to specify as First Nations, Métis, or Inuit)	.3
Prefer to self-describe	4.2
I do not identify as Indigenous to Canada	90.9

SAMPLE: SOCIO-DEMOGRAPHICS

Most respondents were women (67%), followed by men (27%). The majority identified as straight (81%), followed by bisexual (8%) and queer (6%). The most commonly reported disabilities were mental health conditions (20%), neurodivergence or learning disabilities (14%), and chronic illness (10%); 63% reported no disability.

Gender* (n=610)

	Percent
Man	26.6
Non-binary	3.1
Two-spirit	.2
Woman	67.0
Cisgender	28.0
Transgender	.8
Prefer to self-describe	3.9

Sexual Orientation* (n=590)

	Percent
Asexual	2.2
Bisexual	8.0
Gay	2.0
Lesbian	2.4
Pansexual	1.7
Queer	5.8
Straight	80.7
Two-spirit	.5
Prefer to self-describe	3.9

Disability* (n=597)

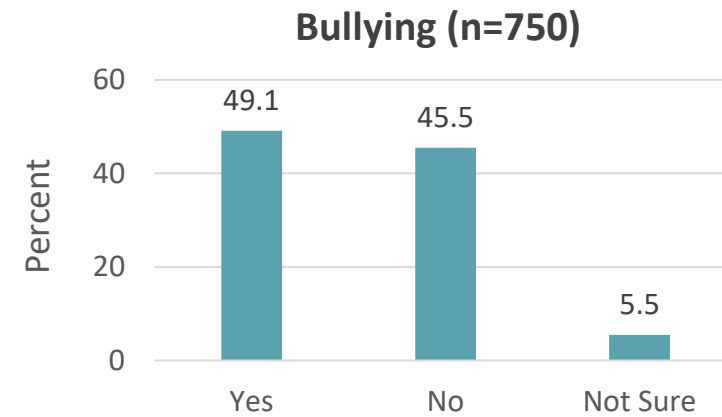
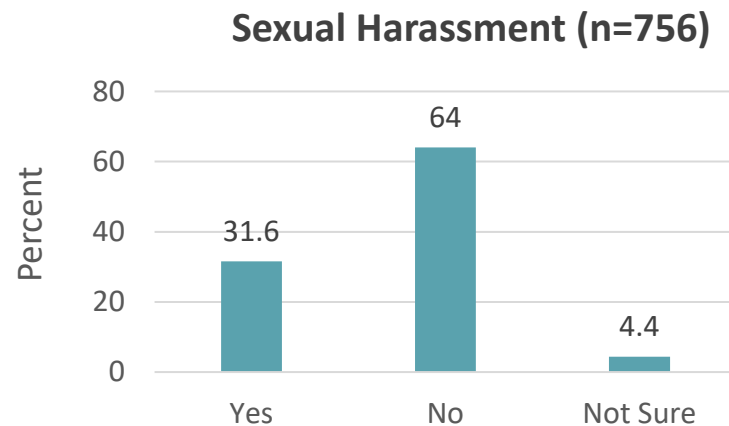
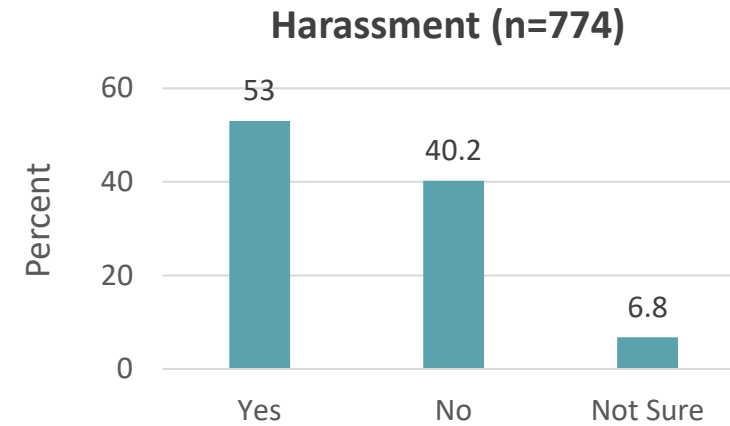
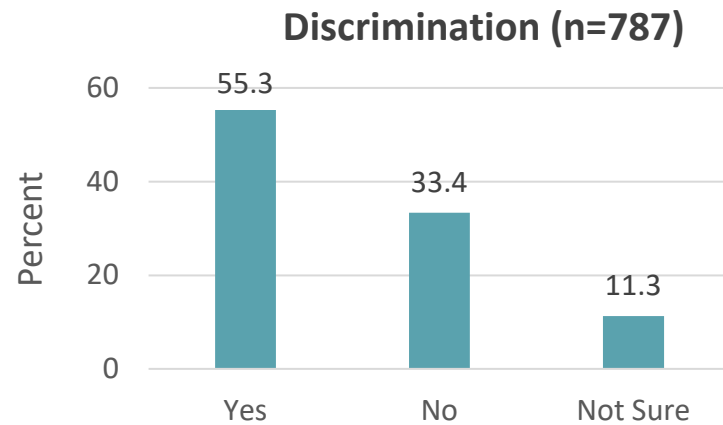
	Percent
Chronic illness	9.7
Communication disability	1.5
Physical disabilities	5.4
Mental health disabilities	19.8
Neurodivergence or learning disabilities	13.9
Sensory disabilities	4.0
Prefer to self-describe	3.5
I do not have a disability	63.0

Part B: Highlights



PERSONALLY EXPERIENCED INCIDENTS

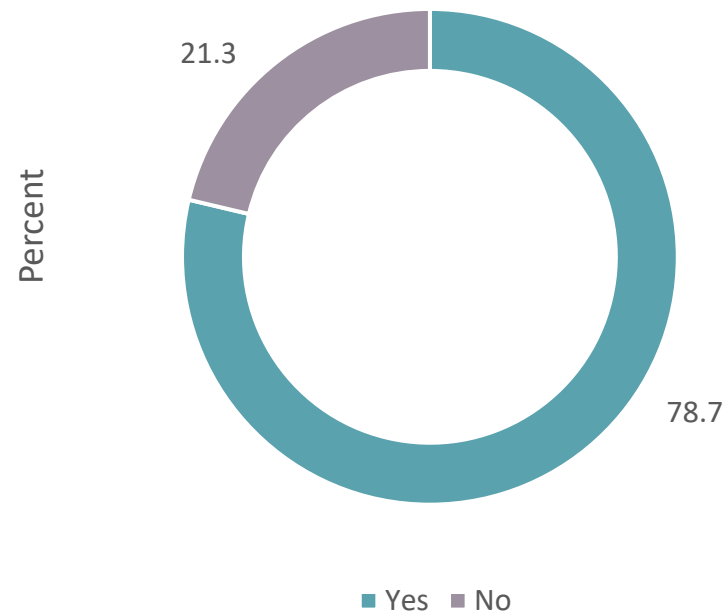
Approximately half of respondents reported personally experiencing discrimination, harassment, bullying, and one-third reported experiencing sexual harassment.



OVERALL PERSONALLY EXPERIENCED INCIDENTS

Approximately 80% reported experiencing discrimination, harassment, sexual harassment, and/or bullying.

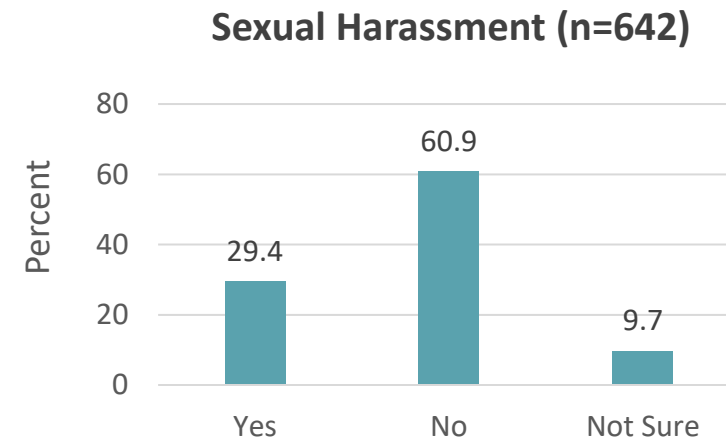
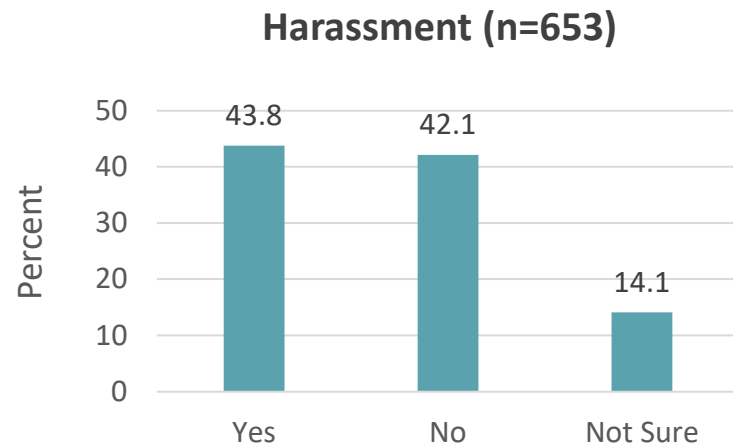
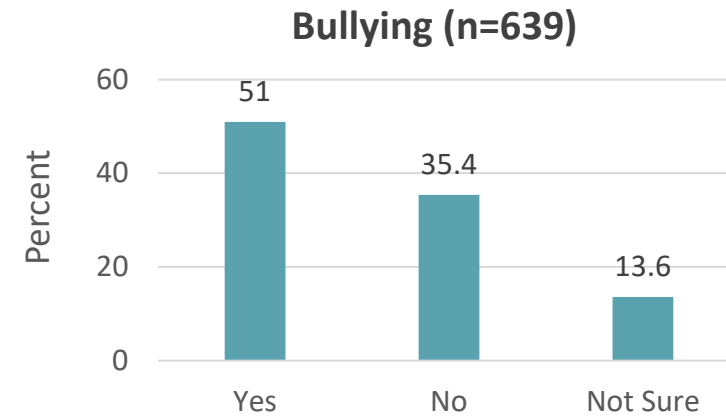
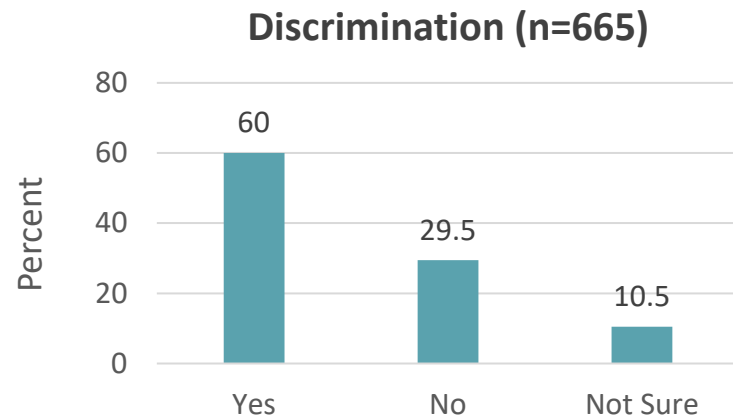
Respondents who Personally Experienced At Least One Type of Conduct (n=781)



Note: This graph shows the share of respondents who experienced at least one of the four types of conduct shown on the previous page. Each person is counted only once, even if they experienced more than one type.

OBSERVED INCIDENTS

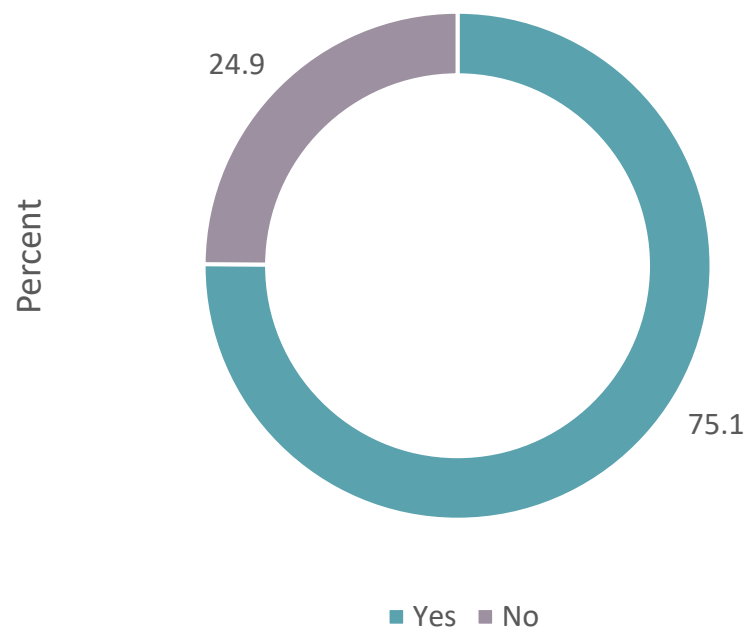
Approximately half of respondents reported witnessing discrimination, harassment, bullying, and about one-third reported witnessing sexual harassment.



OVERALL OBSERVED INCIDENTS

75% of respondents reported witnessing discrimination, harassment, sexual harassment, and/or bullying.

Respondents who Observed At Least One Type of Conduct (n=670)



Note: This graph shows the share of respondents who observed at least one of the four types of conduct shown on the previous page. Each person is counted only once, even if they observed more than one type.

REPORTING OF PERSONALLY EXPERIENCED INCIDENTS

Less than 30% who experienced discrimination, harassment, sexual harassment, or bullying reported these incidents. Among those who reported, the majority went to their organization, and less 10% reported it to the Law Society. Among those who did not report, the most common reason was fear of consequences.

Reporting Rates

- Among those who personally experienced discrimination, harassment, sexual harassment, and/or bullying, less than 30% reported them.

Who They Reported To

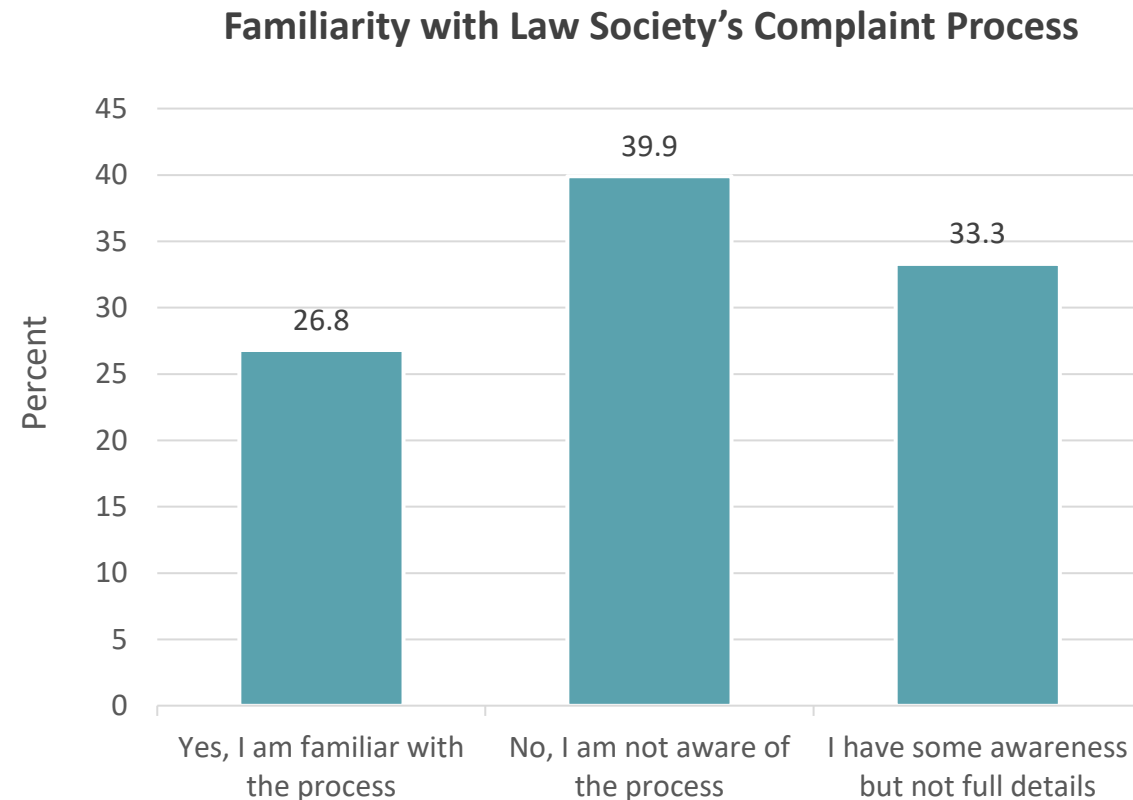
- Among those who reported personally experienced incidents, less than 10% reported it to the Law Society; the majority (over 85%) reported it to their organization.

Why They Didn't Report

- Among those who did not report, the top reasons were: fear of consequences (59%), doubt it would help (54%), and distrust in the process (45%).

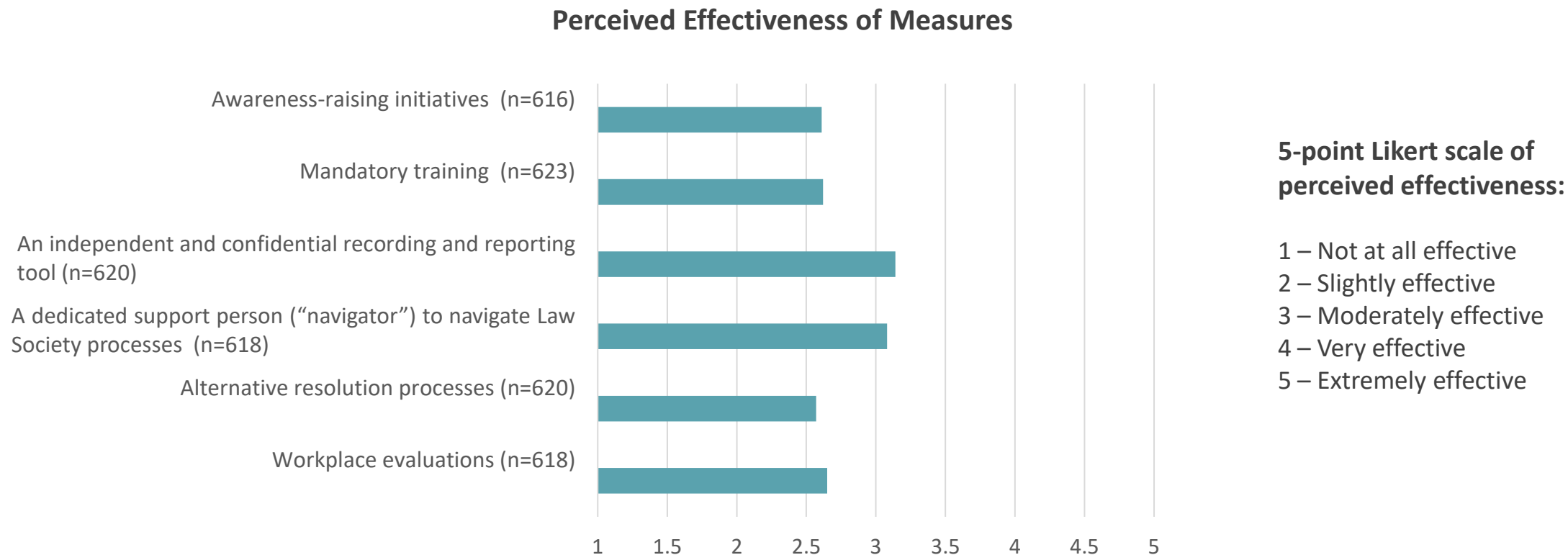
AWARENESS OF LAW SOCIETY'S COMPLAINT PROCESS

Almost 40% of the respondents reported that they were not aware of Law Society's complaints process; only 27% reported being fully familiar with it.



ADDRESSING DISCRIMINATION, HARASSMENT, SEXUAL HARASSMENT, BULLYING

The top-rated interventions for addressing discrimination, harassment, sexual harassment, and/or bullying were an independent and confidential recording and reporting tool, and a dedicated support person or navigator to help navigate Law Society’s processes.



Note: This chart is a composite of separate questions inquiring about the perceived effectiveness of six distinct measures.

Part C: Comprehensive Findings



STRUCTURE OF COMPREHENSIVE FINDINGS

Core findings that focused on discrimination, harassment, sexual harassment, and bullying are presented in four sections:

1. Personal Experiences
2. Reporting Rates, Outcomes, and Awareness of Reporting Processes
3. Observed Behaviors
4. Addressing Discrimination, Harassment, Sexual Harassment, Bullying





Personal Experiences of Discrimination, Harassment, Sexual Harassment, and/or Bullying

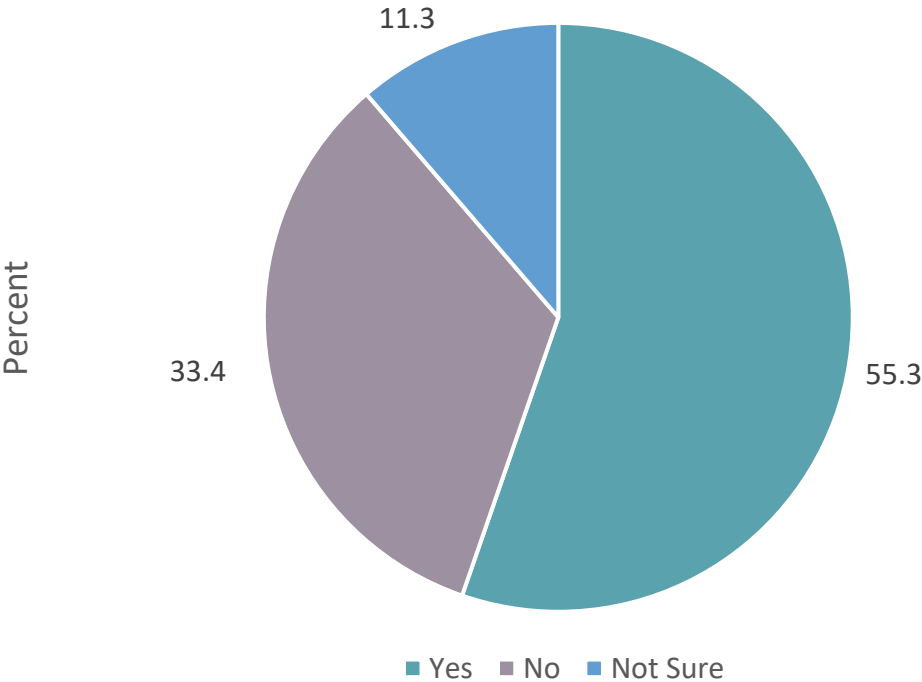
This section has four sub-sections covering participants' personal experiences with discrimination, harassment, sexual harassment, and bullying respectively. Each topic was addressed with a separate set of questions and definitions from the *Code of Professional Conduct for British Columbia* were provided help ensure consistent understanding.

Discrimination

Discrimination is any distinction, intentional or not, based on actual or perceived personal characteristics of an individual or group that unfairly imposes burdens or disadvantages, or limits access to opportunities, benefits, and advantages available to others.

PREVALENCE: PERSONALLY EXPERIENCED DISCRIMINATION

Over 50% of the respondents reported having personally experienced discrimination.



Have you experienced discrimination while working in the legal profession? (n=787)

Note: Subsequent questions on the grounds, nature, frequency, and recency of discriminatory experiences were directed only to respondents who reported having personally experienced it (55.3%; n=435).

Of those who reported experiencing discrimination (n=435), the most common grounds were sex (66%), age (37.5%), color (21%), gender identity or expression (20%), and family status (19%); while the most common experiences were: offensive comments (67%), unequal work or pay (41%), and advancement barriers (39%).

Grounds for Discrimination*

	Percent
Age	37.5
Ancestry	16.4
Color	20.6
Conviction for a criminal or summary offence	.2
Family status	19.4
Gender identity or expression	19.9
Indigenous identity	2.8
Marital status	7.6
Mental disability	12.0
Physical disability	6.3
Place of origin	11.8
Political belief	7.6
Religion	8.6
Sex	66.0
Sexual orientation	6.5
Other	6.0

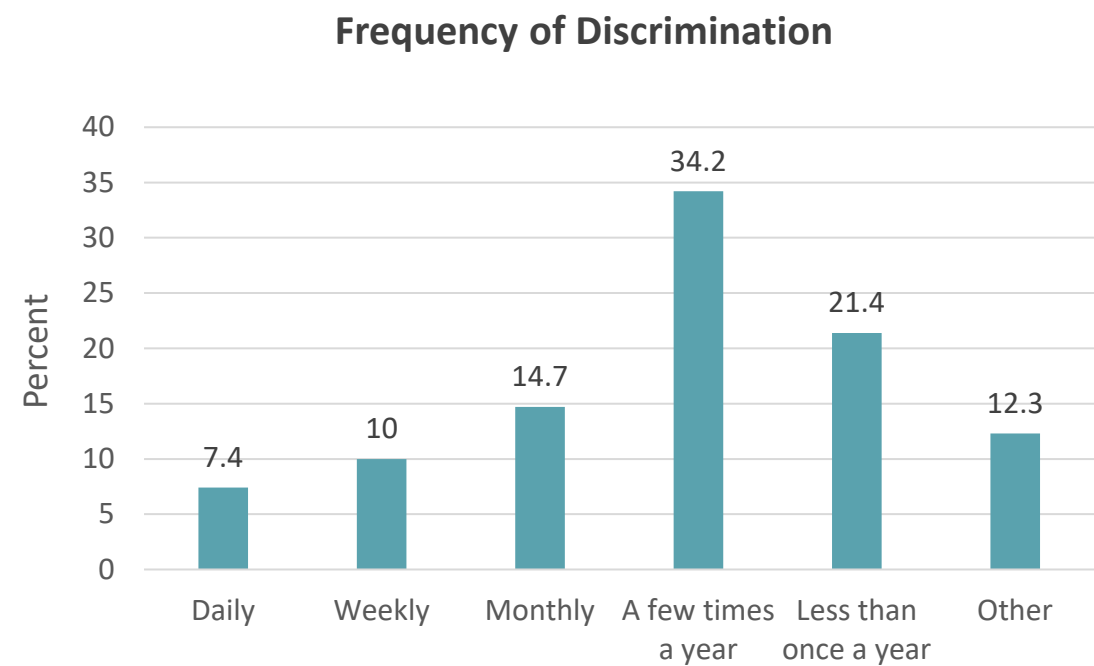
What do you believe was the ground for the discriminatory behaviour you experienced? Select all that apply. (n=432)

Nature of Discrimination*

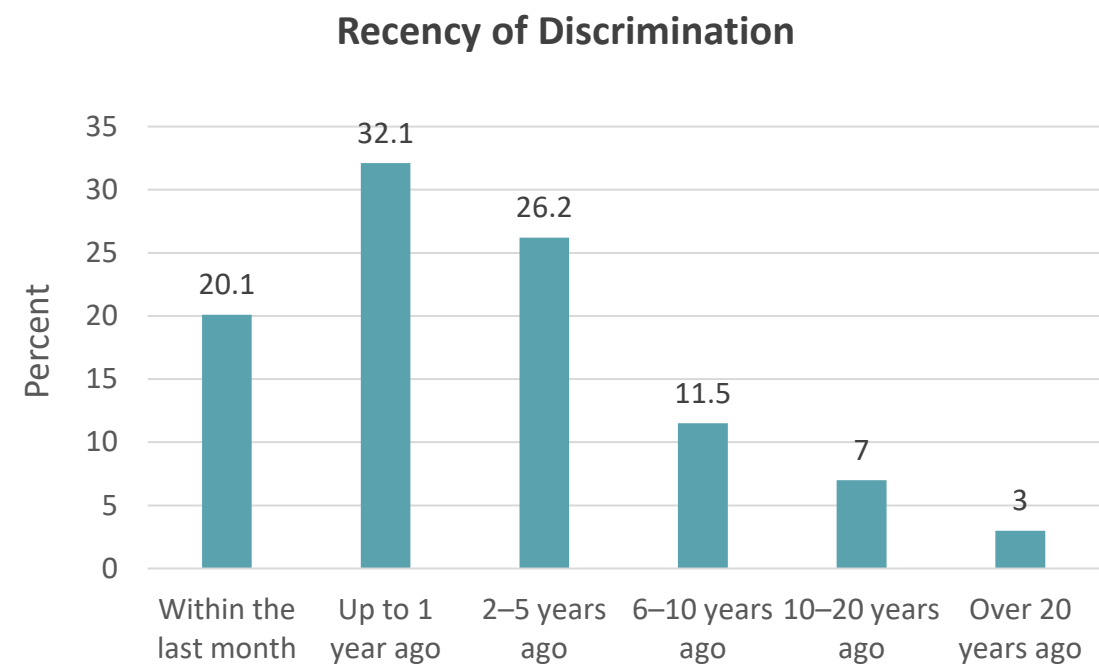
	Percent
I was refused employment or to continue my employment.	21.4
I was assigned lesser work or paid less than others.	41.3
I was described with derogatory racial, gendered, or religious language.	33.1
I was denied the support I needed until it caused me unjustified hardship.	28.4
I was penalized under leave policies for taking parental leave.	8.4
I was excluded from training or mentoring opportunities.	28.4
I faced advancement barriers from one-size-fits-all standards.	39.2
I experienced comments, jokes, or innuendos on the basis of protected grounds that caused humiliation, embarrassment, or offence.	66.9
I was refused legal services.	.9
I was charged higher fees.	.9
Other	17.7

What was the nature of the discriminatory behavior that you experienced?
Select all that apply. (n=429)

Of those who reported experiencing discrimination (n=435), over 30% reported they face discrimination monthly or more often. Additionally, over 50% reported the most recent experience was within the last year.



How often have you experienced discrimination while working in the legal profession? (n=430)



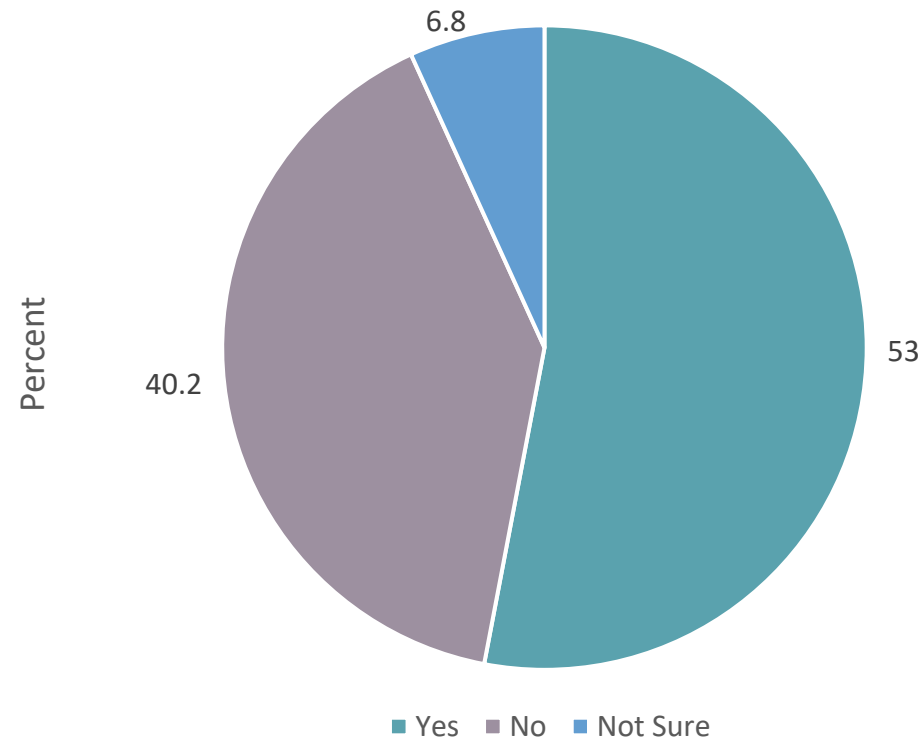
When did the most recent incident of discrimination occur? (n=427)

Harassment

Harassment is any physical, verbal, or non-verbal conduct (including electronic communications) that could reasonably cause humiliation, offence, or intimidation. The lawyer's intention does not matter. Harassment may overlap with discrimination. Common forms include sexual harassment and bullying, which are addressed separately in the upcoming sections.

PREVALENCE: PERSONALLY EXPERIENCED HARASSMENT

Over 50% of all survey respondents reported having personally experienced harassment.



Have you experienced harassment while working in the legal profession? (n=774)

Note: Subsequent questions on the grounds, nature, frequency, and recency of harassment experiences were directed only to respondents who reported having personally experienced it (53%; n=410).

Of those who reported experiencing harassment (n=410), the most common grounds were sex (54%), age (34%), gender identity and expression (12%), color (12%), and ancestry (12%); while the most common experiences were: objectionable behavior (82%); being threatened (64%); abuse of authority (61%); and humiliating comments (60%).

Grounds for Harassment*

	Percent
Age	33.7
Ancestry	11.8
Color	11.8
Conviction for a criminal or summary offence	0.8
Family status	10.2
Gender identity or expression	12.3
Indigenous identity	1.9
Marital status	7.0
Mental disability	7.5
Physical disability	4.8
Place of origin	8.3
Political belief	5.1
Religion	4.0
Sex	54.3
Sexual orientation	3.2
Other	23.8

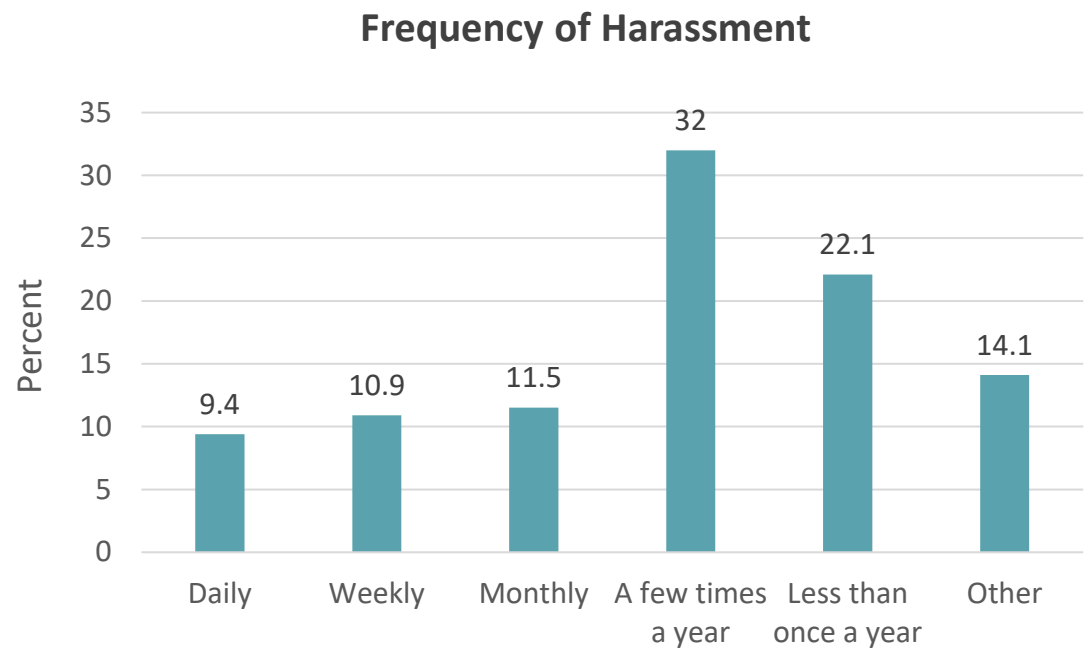
What do you believe was the ground for the harassment you experienced? Select all that apply. (n=374)

Nature of Harassment *

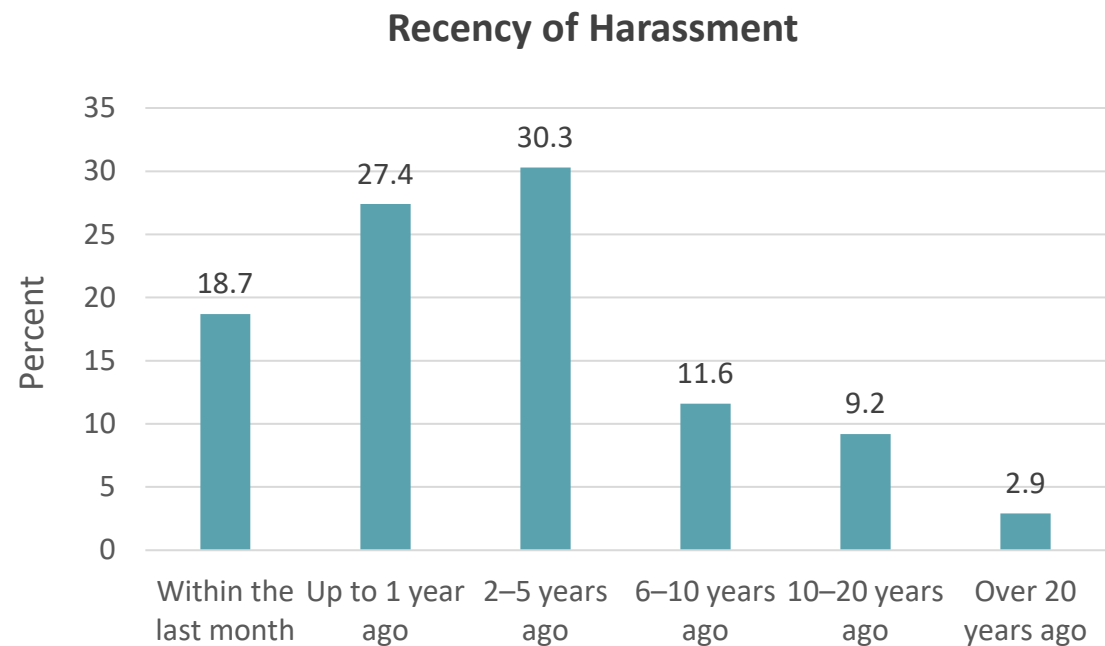
	Percent
I experienced objectionable or offensive behavior, including comments or displays that demeaned, belittled, intimidated, or embarrassed me.	82.3
I experienced a lawyer threatening me, or treating me in a way that felt degrading or abusive behavior (physical, mental, or emotional).	64.3
I experienced abuse of authority, such as using power to undermine, intimidate, or threaten, or interfere with someone's career.	61.2
I experienced comments, jokes, or innuendos that cause humiliation, embarrassment, or offence.	60.2
I experienced inequitable assignment of work.	36.5
Other	6.5

What was the nature of the harassment that you experienced?
Select all that apply. (n=384)

Of those who reported experiencing harassment (n=410), nearly 30% of the respondents reported they face harassment monthly or more often. Additionally, over 45% reported the most recent experience was within the last year.



How often have you experienced harassment while working in the legal profession? (n=384)



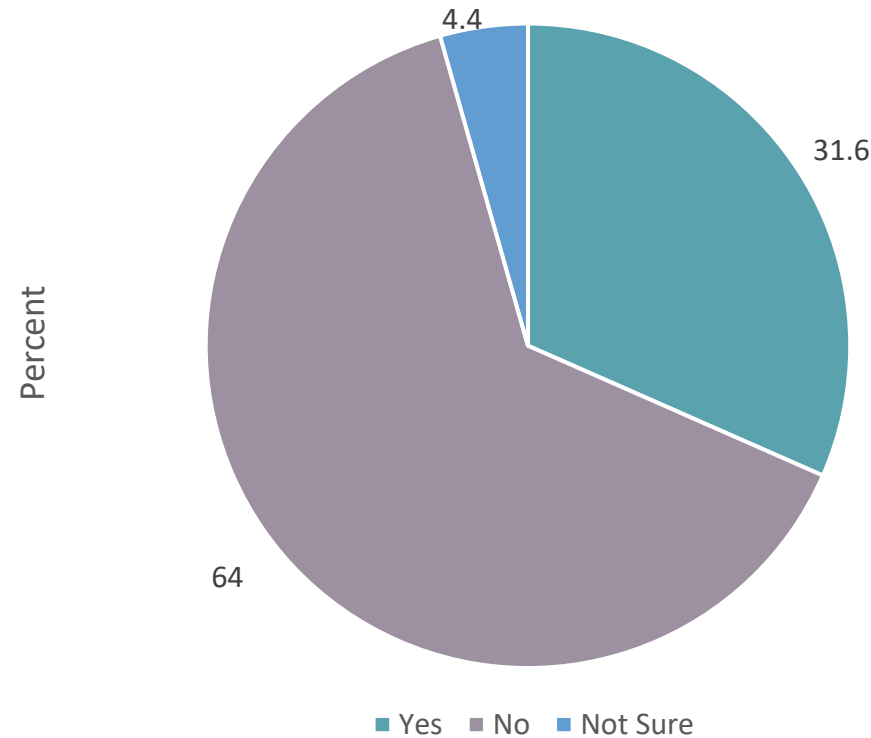
When did the most recent incident of harassment occur? (n=380)

Sexual Harassment

Sexual Harassment is any unsolicited or unwelcome sexual advance, request, or other unwelcome physical, verbal, or nonverbal conduct (including electronic communications) of a sexual nature.

PREVALENCE: PERSONALLY EXPERIENCED SEXUAL HARASSMENT

Over 30% of all survey respondents reported personally experiencing sexual harassment.



Have you experienced sexual harassment while working in the legal profession? (n=756)

Note: Subsequent questions on the nature, frequency, and recency of sexual harassment experiences were directed only to respondents who reported having personally experienced it (31.6%; n=239).

Of those who reported experiencing sexual harassment (n=239), the most common experiences were: comments about appearance (60%); sexual advances (59%); sexually suggestive comments (55%); humiliating jokes (52%); unwelcome physical contact (47%).

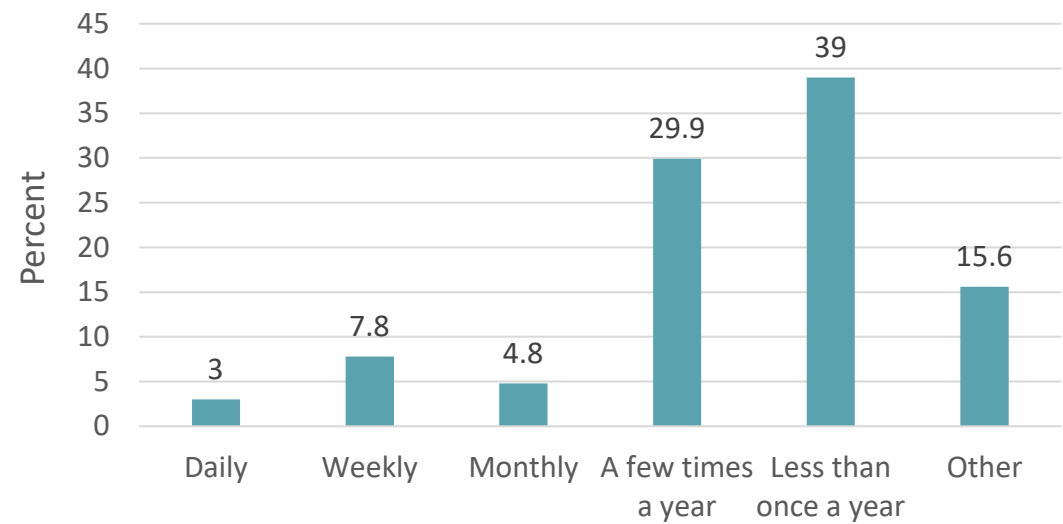
Nature of Sexual Harassment *

	Percent
I was shown sexualized, demeaning, or derogatory images.	14.3
I experienced sexually suggestive or intimidating comments, gestures, or threats.	55.4
I was subjected to comments or jokes that caused humiliation, embarrassment, or offence.	52.4
I experienced innuendoes, leering, or comments about my dress or appearance.	60.2
I was targeted with gender-based insults or sexist remarks.	37.7
I received communications with sexual overtones.	33.8
I was asked about my sex life.	21.2
I experienced sexual flirtations, advances, propositions, invitations, or requests.	58.9
I experienced unsolicited or unwelcome physical contact or touching.	47.2
I was subjected to sexual violence.	6.1
I received unwanted contact or attention, including after a consensual relationship ended.	11.3
Other	3.5

What was the nature of the sexual harassment that you experienced? Select all that apply. (n=231)

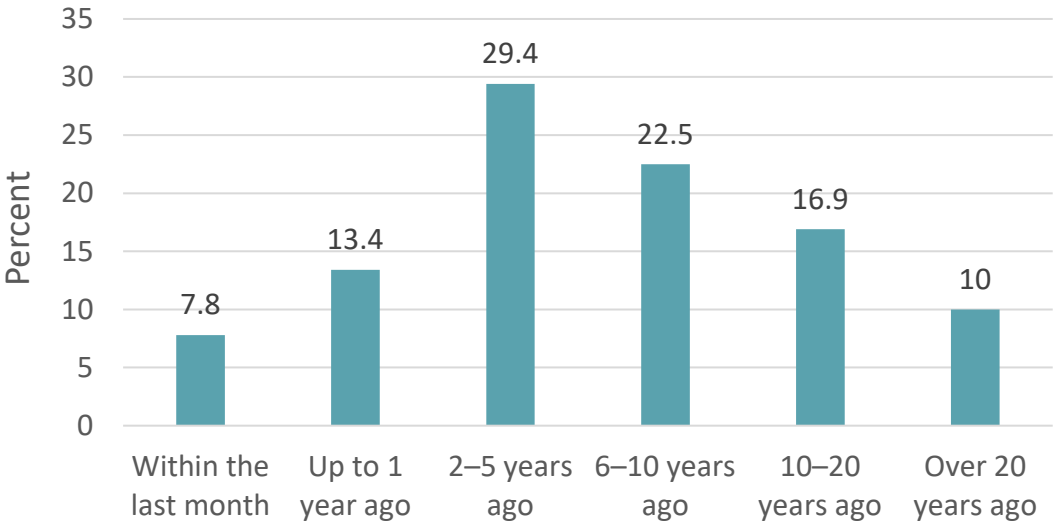
Of those who reported experiencing sexual harassment (n=239), over 15% of the respondents reported that they face sexual harassment monthly or more often. Additionally, over 20% reported that the most recent experience was within the last year.

Frequency of Sexual Harassment



How often have you experienced sexual harassment while working in the legal profession? (n=231)

Recency of Sexual Harassment



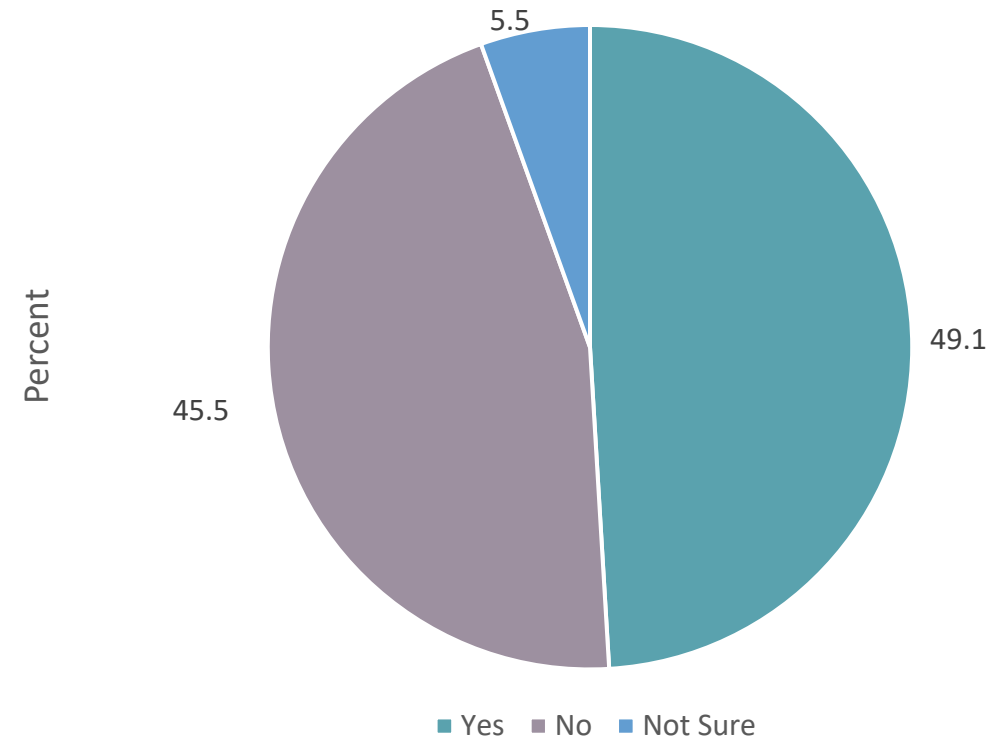
When did the most recent incident of sexual harassment occur? (n=231)

Bullying

Bullying, including cyberbullying, is a form of harassment involving physical, verbal, or non-verbal behavior that could reasonably be expected to harm or damage someone's physical or psychological well-being, reputation, or property.

PREVALENCE: PERSONALLY EXPERIENCED BULLYING

About 50% reported having personally experienced bullying.



Have you experienced bullying while working in the legal profession? (n=750)

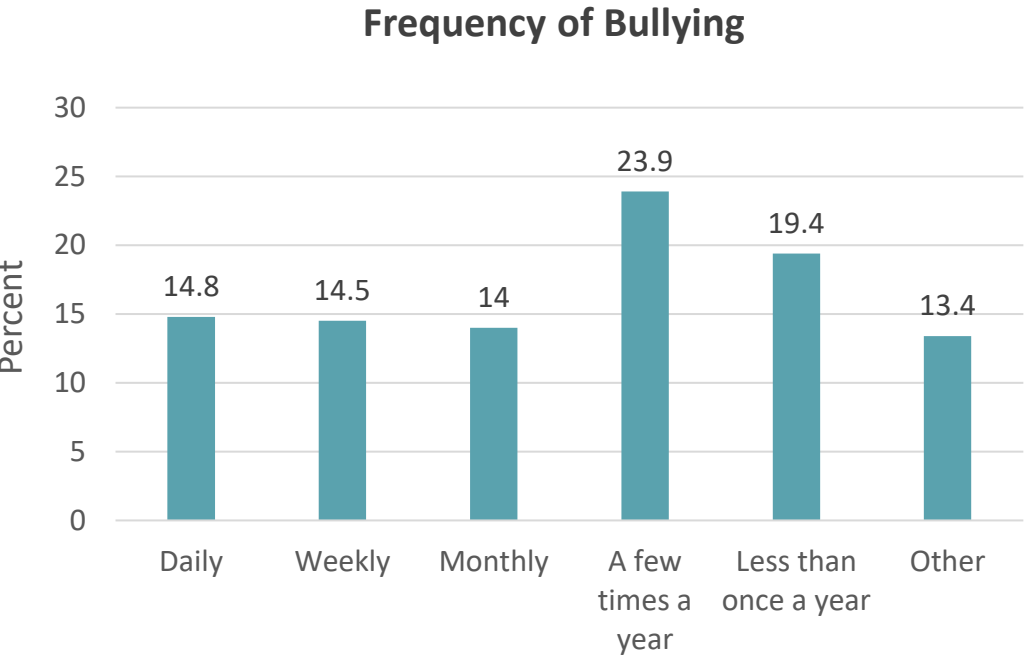
Note: Subsequent questions on the nature, frequency, and recency of bullying experiences were directed only to respondents who reported having personally experienced it (49.1%; n=368).

Of those who reported experiencing bullying (n=368), the most common experiences were: being unfairly or excessively criticized (77%); being humiliated (53%); being excluded or isolated (52%); and being ridiculed (50%).

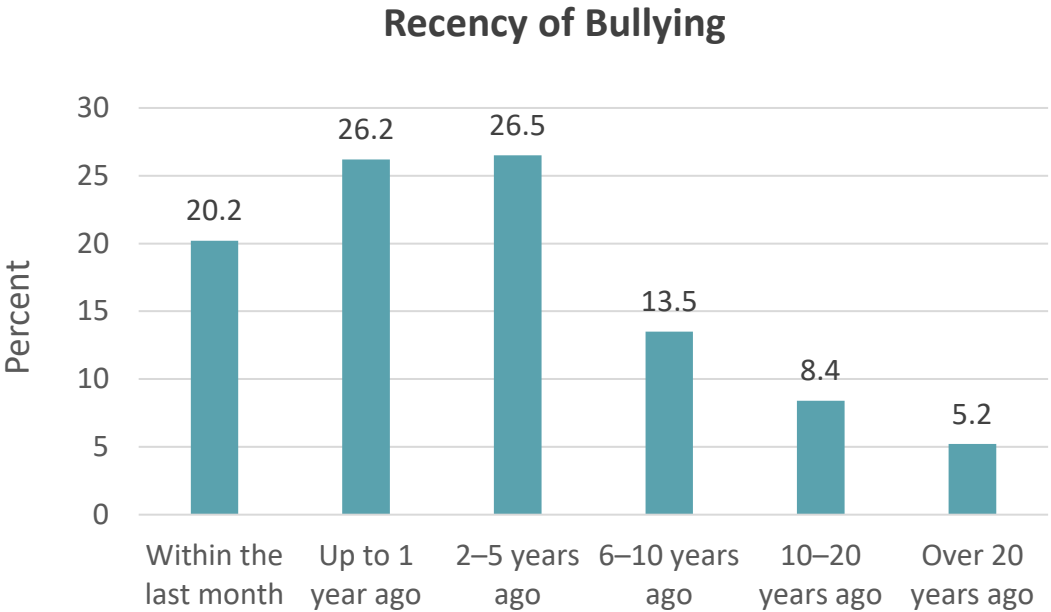
Nature of Bullying*	
	Percent
I was unfairly or excessively criticized.	76.9
I was ridiculed.	50.3
I was humiliated.	52.6
I was excluded or isolated.	52
I was given constantly changing or unrealistic workloads.	42.3
Other	9.4

What was the nature of the bullying that you experienced? Select all that apply. (n=350)

Of those who reported experiencing bullying (n=368), over 40% of the respondents reported that they face bullying monthly or more often. Additionally, over 45% reported that the most recent experience was within the last year.



How often have you experienced bullying while working in the legal profession? (n=351)

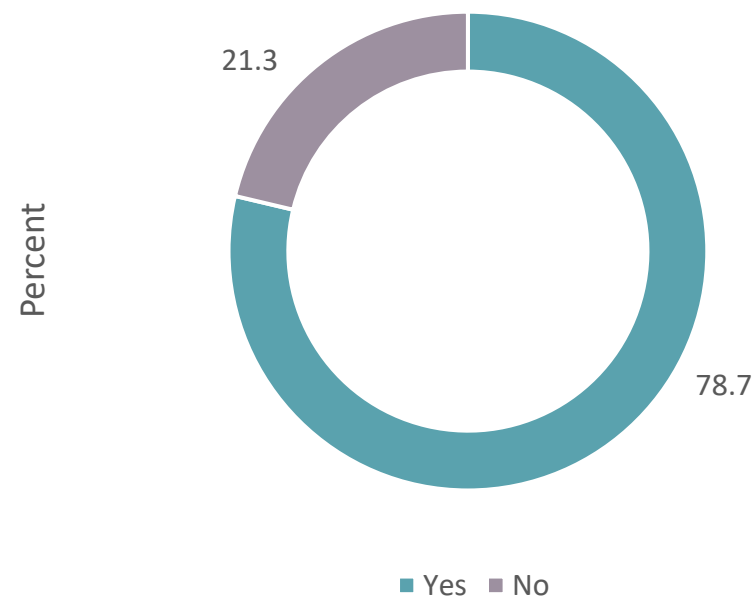


When did the most recent incident of bullying occur? (n=347)

OVERALL PERSONALLY EXPERIENCED INCIDENTS

Approximately 80% of the respondents reported experiencing discrimination, harassment, sexual harassment, and/or bullying.

Respondents who Personally Experienced At Least One Type of Conduct (n=781)



Note: This graph shows the share of respondents who experienced at least one of the four types of conduct (discrimination, harassment, sexual harassment, and/or bullying). Each person is counted only once, even if they experienced more than one type.



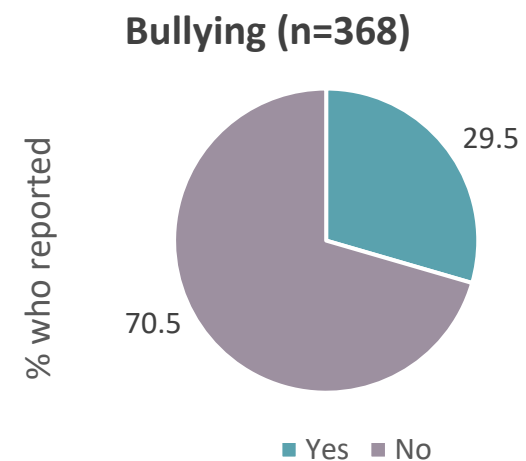
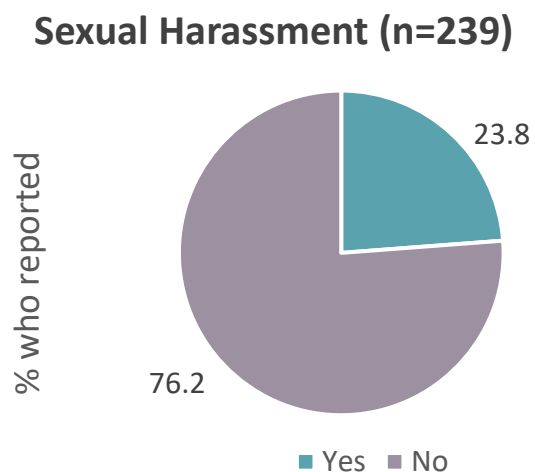
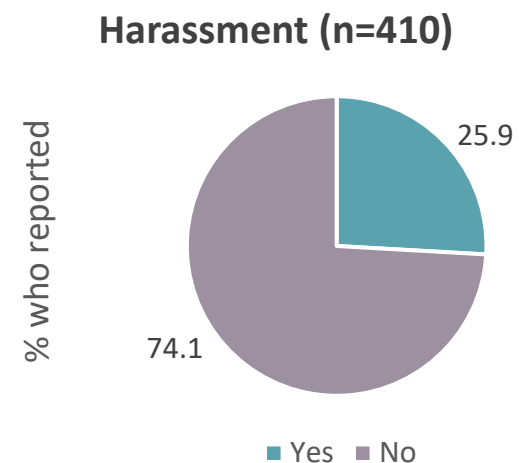
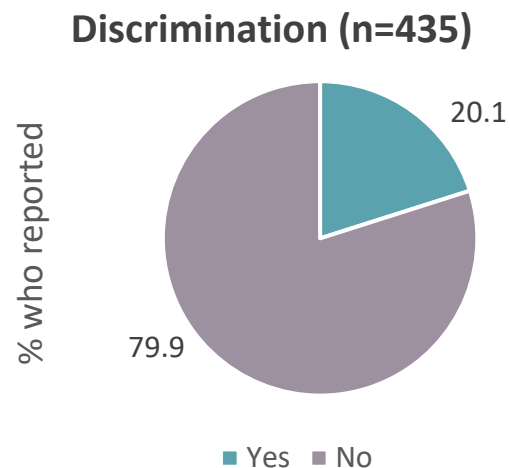
Reporting Rates, Outcomes, and Awareness of Reporting Processes

This section has two sub-sections. The first sub-section asked participants whether they reported any incidents of discrimination, harassment, sexual harassment, and/or bullying that they personally experienced; who they reported to, reasons for not reporting; and the outcomes if they did report. The second sub-section asked about their awareness of the reporting processes, including any suggestions for improvement.

Reporting Rates and Outcomes

REPORTING RATES

Fewer than 30% of respondents who experienced discrimination, harassment, sexual harassment, and/or bullying reported these incidents.



Did you report the discrimination, harassment, sexual harassment, and/or bullying that you personally experienced?

WHY PEOPLE DIDN'T REPORT AND WHERE REPORTS WENT

Among those who did not report any of the incidents (n=397), the top reasons were: fear of consequences (59%), doubt it would help (54%), and distrust in the process (45%). Among those who did report (n=199), the majority reported it to their organization (86%) and less than 10% reported it to the Law Society.

Reasons for Not Reporting*

	Percent
I did not think it was serious enough.	24.3
Fear of consequences (e.g., impact on career, making the situation worse).	58.6
I did not want to get the offender(s) into trouble.	10.3
Distrust in the process and/or outcome (e.g., felt it would make no difference, incident would not be kept confidential, I would not be believed or supported).	45.4
I did not feel reporting it could resolve the matter.	53.5
I dealt with it myself.	21.6
The behaviour stopped and had not recurred.	7.6
I left the job.	34.6
I felt embarrassed or ashamed.	19.7
I did not know who to go to or how to report the issue.	15.1
Behaviour normalized / others knew about it / culture of the time.	39.5
Other	13.5

Why did you not report the discrimination, harassment, sexual harassment, and/or bullying you experienced? Select all that apply. (n=370)

Who Participants Reported To*

	Percent
The Law Society of British Columbia (through the complaints process)	9.1
Law Society's Equity Advisor (provides guidance and support; contacting them does not constitute a report or complaint)	8.1
Your firm/organization	86.3
Court or Tribunal [e.g., Human Rights Tribunal]	5.6
A union or professional association	8.1
The police or another law enforcement body	.5
Other	14.7

Who did you report the incident(s) to? Select all that apply. (n=197)

CONSEQUENCES OF REPORTING

Among those who reported (n=199), over 55% said that there were no consequences for the person they reported. For the reporter themselves, the most common outcomes were leaving the workplace (40%), being ostracized by colleagues (24%), and being denied opportunities (20%).

Consequences for Reported Individual*

	Percent
They were disciplined internally within the workplace.	6.7
They were formally warned.	7.7
They were informally spoken to.	21
They were transferred.	1.5
They resigned.	4.1
They apologized.	9.2
They were required to undertake training.	3.6
They were disciplined by an external regulatory body.	1.0
The reporting process is still underway – outcome unknown.	1.0
There were no consequences for that person.	55.4
I am not aware of the consequences for that person.	17.4
Other	14.9

Did any of the following happen to the person(s) you reported as a result of your report? Select all that apply. (n=195)

Consequences for Reporting Individual*

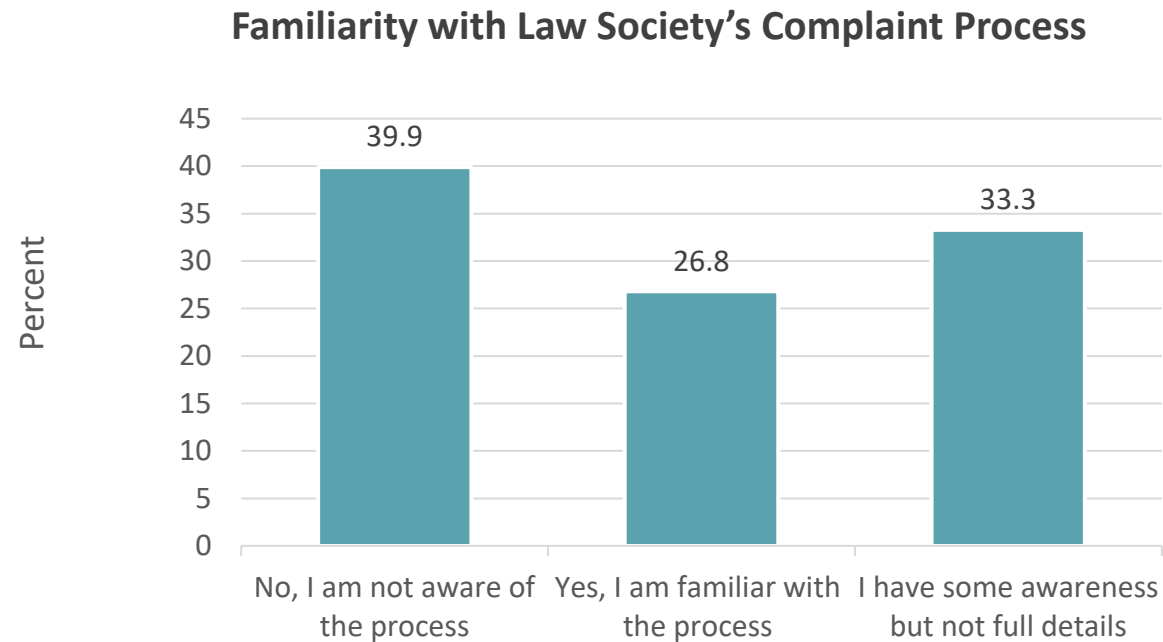
	Percent
My employer or manager apologized for failing to prevent the harassment.	10.3
My employer paid me compensation because of the harassment.	1.5
The harassment stopped.	11.3
I received positive feedback for reporting the behaviour.	11.3
I was transferred to a different department or section.	6.7
I was demoted.	3.6
I was disciplined.	7.7
I was denied workplace opportunities (e.g., training or promotion).	19.6
I was ostracized, victimized, or ignored by colleagues.	24.2
I left that workplace.	40.2
I switched practice areas or departments within my workplace.	8.8
I left the legal profession.	3.1
There were no consequences for me.	18
Other	23.7

Did any of the following happen to you as a result of you reporting discrimination, harassment, sexual harassment, and/or bullying? Select all that apply. (n=194)

Awareness of Reporting Processes

AWARENESS OF THE LAW SOCIETY'S COMPLAINTS PROCESSES

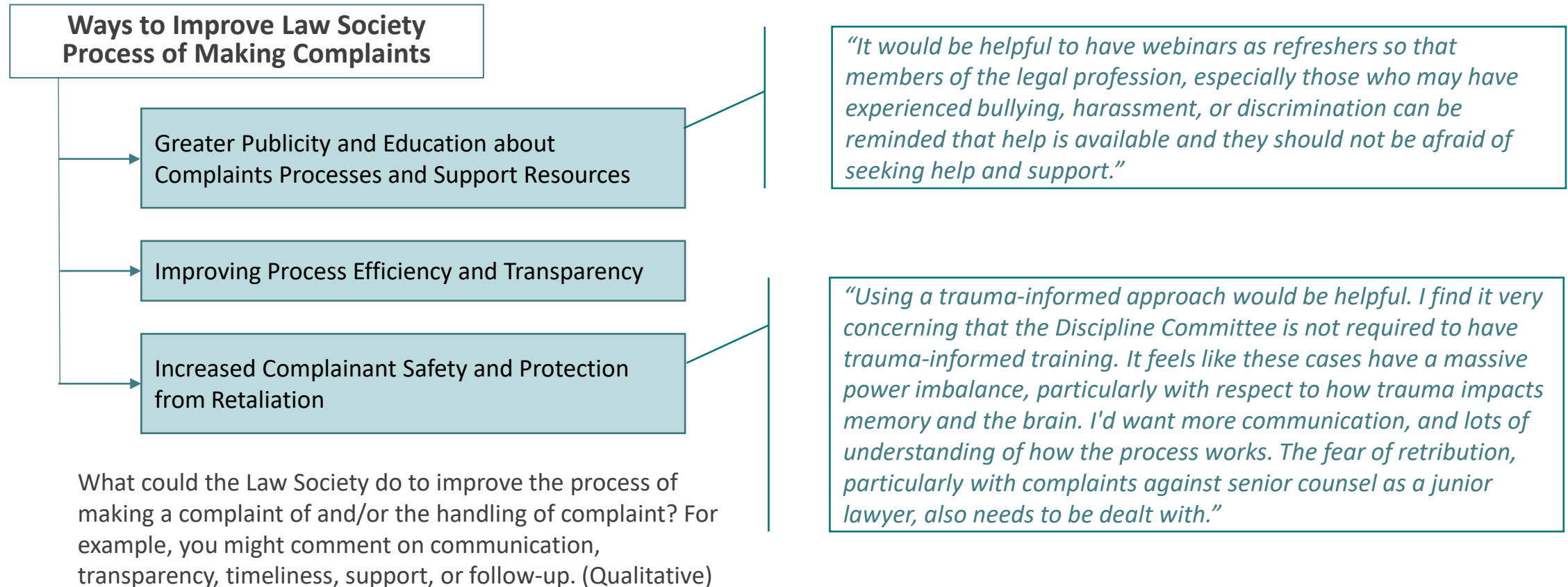
Almost 40% of all respondents said that they were not aware of Law Society's complaints process; only 27% reported being fully familiar with it.



Are you aware of the current process for making a complaint of discrimination, harassment, sexual harassment, and/or bullying to the Law Society? (n=690)

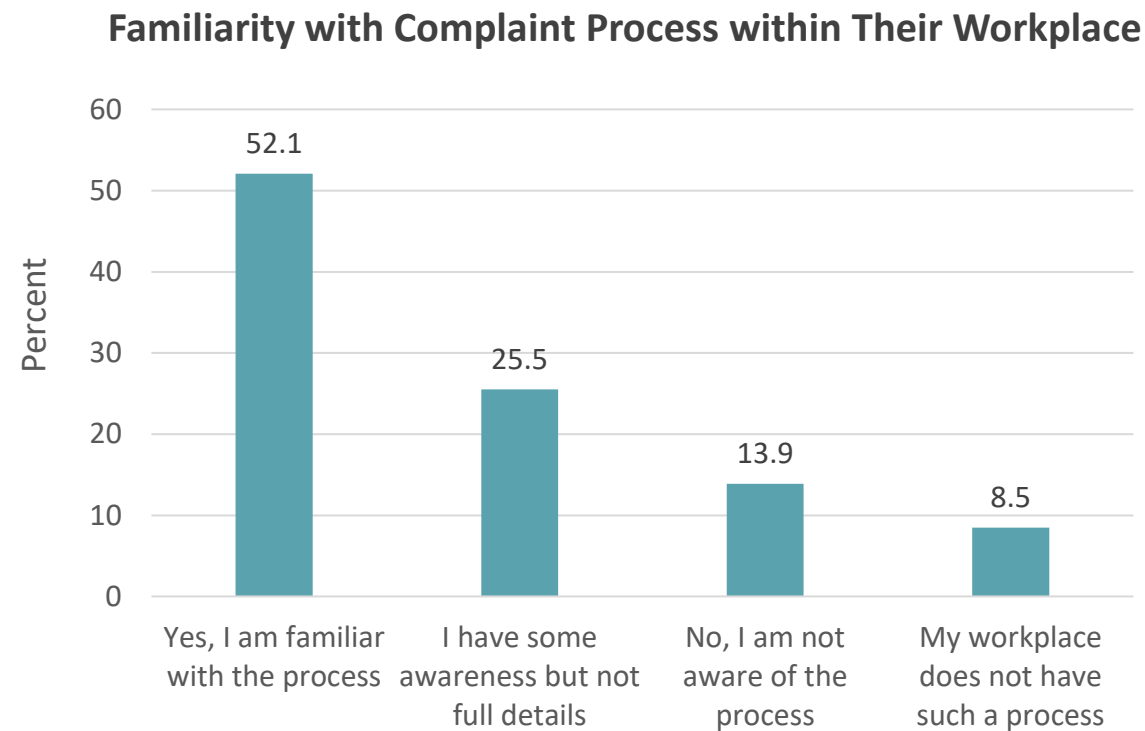
IMPROVING LAW SOCIETY'S COMPLAINTS PROCESSES

When asked how to improve Law Society's complaints process, the top suggestions were greater publicity, improving efficiency and transparency, and increasing complainant safety.



AWARENESS OF REPORTING PROCESSES WITHIN WORKPLACES

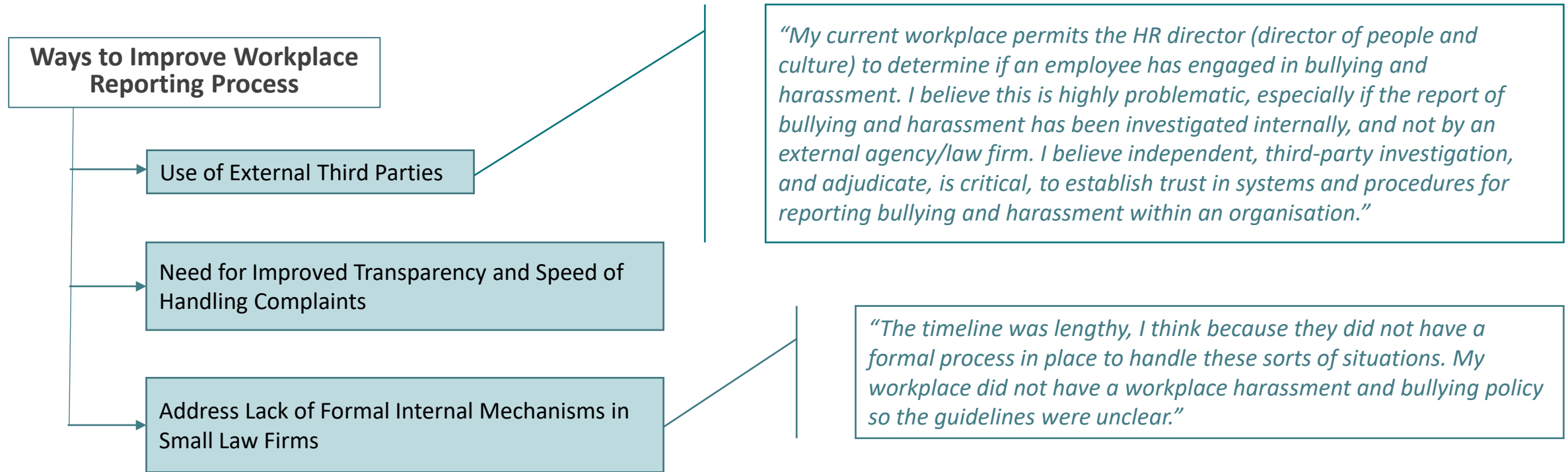
Over 50% of all respondents said they were aware of their organization’s complaints process; the remainder had partial or no familiarity with it.



Are you aware of the current process for reporting discrimination, harassment, sexual harassment, or bullying within your legal workplace?
(n=682)

IMPROVING REPORTING PROCESSES WITHIN WORKPLACES

When asked how their workplace reporting processes could be improved, the top suggestions were use of external third parties and greater transparency and efficiency.



What could your legal workplace do to improve the reporting process and/or the handling of reports? For example, you might comment on communication, transparency, timeliness, support, or follow-up. (Qualitative)

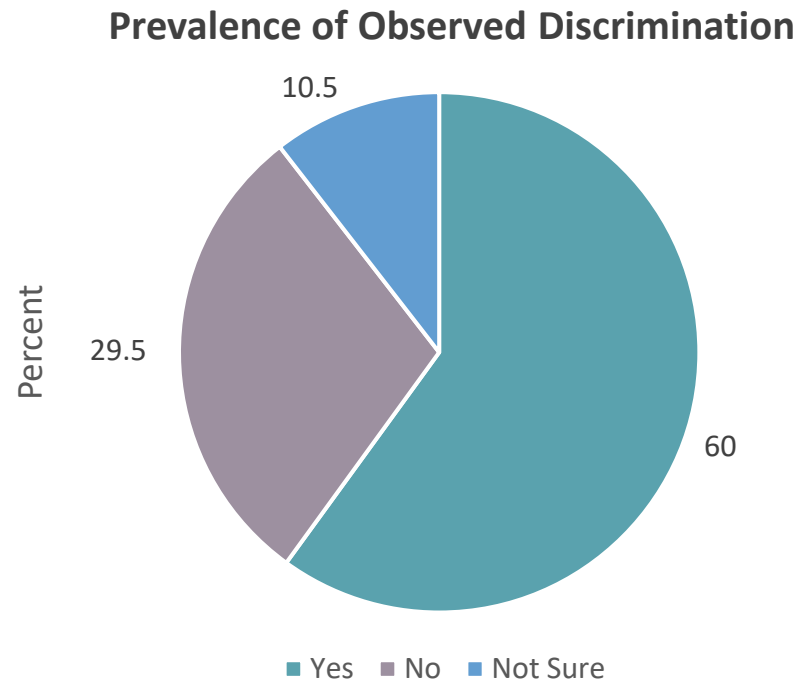


Observed Behaviors of Discrimination, Harassment, Sexual Harassment, and/or Bullying

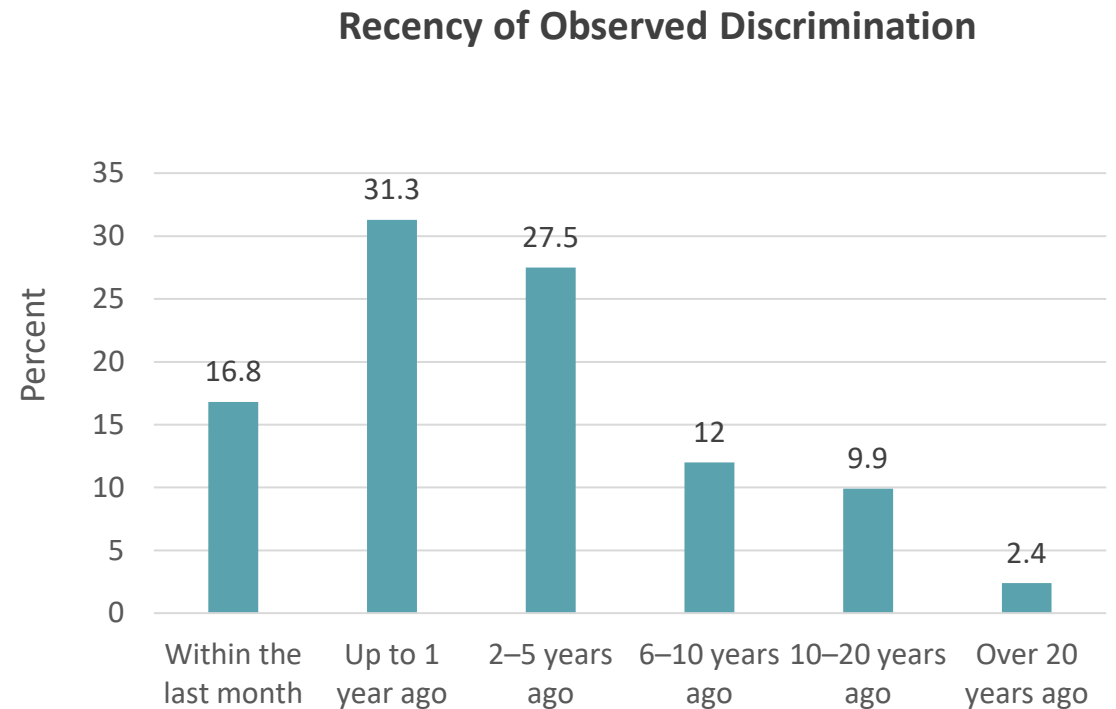
This section asked about witnessed or observed, rather than personally experienced, incidents of discrimination, harassment, sexual harassment, and/or bullying. The definitions of these terms were provided to help ensure consistent understanding.

OBSERVED DISCRIMINATION

60% of respondents reported witnessing discrimination towards someone in the legal profession. Almost 50% said the most recent incident was within the last year.



Have you witnessed/observed discriminatory behavior towards someone in the legal profession?(n=665)



When did you observe the most recent incident of discrimination? (n=374)

Note: Questions on the recency, grounds, and nature of observed discrimination were directed only to respondents who reported having witnessed it (60%; n=399).

Of those who reported witnessing discrimination (n=399), the most common grounds were sex (69%), color (46%), age (42%), and gender identity or expression (31%); while the most common experiences were: offensive comments (71%); derogatory racial, gender, or religious language (54%), advancement barriers (40%), and being assigned lesser work (39.5%).

Grounds for Observed Discrimination*

	Percent
Age	42.1
Ancestry	26.3
Color	46.1
Conviction for a criminal or summary offence	2.6
Family status	24.7
Gender identity or expression	30.8
Indigenous identity	21.6
Marital status	10
Mental disability	16.6
Physical disability	12.9
Place of origin	22.1
Political belief	12.9
Religion	14.2
Sex	68.9
Sexual orientation	21.3
Other	7.4

What do you believe was the ground for the discriminatory behaviour you observed? Select all that apply.(n=380)

Nature of Observed Discrimination*

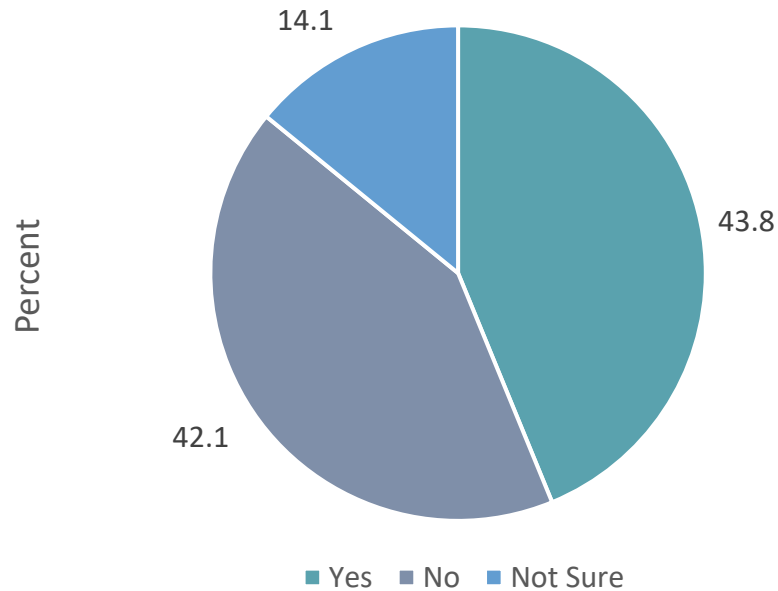
	Percent
I observed someone being refused employment or continuation of employment.	18.0
I observed someone being assigned lesser work or paid less than others.	39.5
I observed someone being derogatory racial, gendered, or religious language directed at someone.	53.8
I observed someone being denied reasonable accommodation to the point of undue hardship.	19.1
I observed leave policies being applied in a way that penalized someone taking parental leave.	23.1
I observed someone being excluded from training or mentoring opportunities.	34.7
I observed advancement barriers due to one-size-fits-all standards.	39.8
I observed comments, jokes, or innuendos that cause humiliation, embarrassment, or offence.	70.6
I observed someone being refused legal services.	4.2
I observed someone being charged higher fees.	2.1
Other	11.1

What was the nature of the discriminatory behavior that you observed? Select all that apply. (n=377)

OBSERVED HARASSMENT

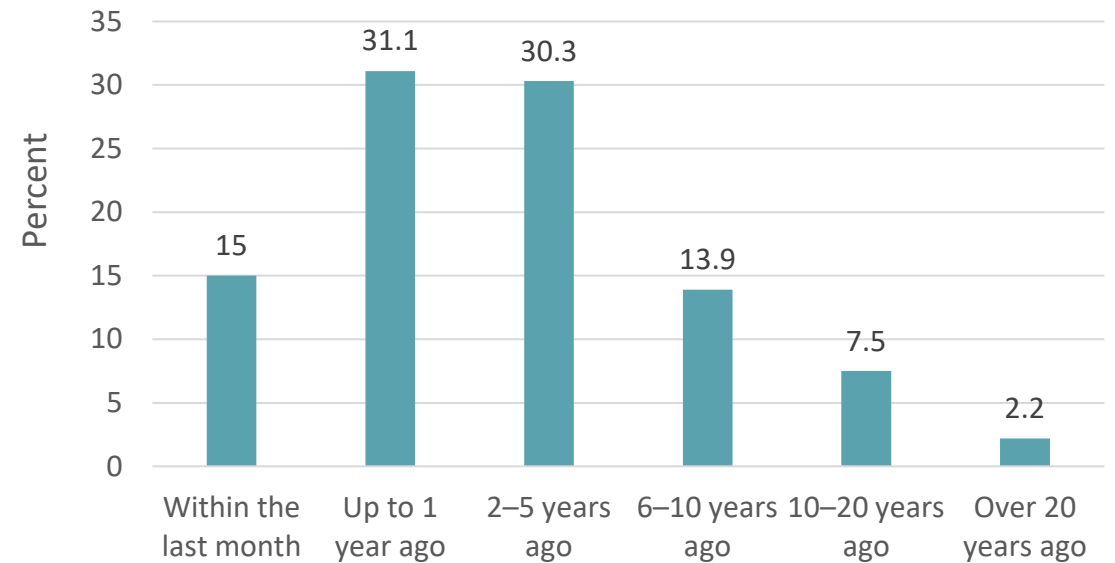
Over 40% reported witnessing harassment towards someone in the legal profession. About 50% said the most recent incident was within the last year.

Prevalence of Observed Harassment



Have you witnessed/observed harassment towards someone in the legal profession?(n=653)

Recency of Observed Harassment



When did you observe the most recent incident of harassment? (n=267)

Note: Questions on the recency, grounds, and nature of observed harassment were directed only to respondents who reported having witnessed it (43.8%; n=286).

Of those who reported witnessing harassment (n=399), the most common grounds were sex (63%), age (36%), and color (30%); while the most common experiences were: objectionable behaviour (80%); humiliating comments (67%), abuse of authority (57%), abusive behaviour (56%), and verbal abuse (55%).

Grounds for Observed Harassment*

	Percent
Age	35.8
Ancestry	20.4
Color	29.6
Conviction for a criminal or summary offence	1.2
Family status	16.5
Gender identity or expression	22.3
Indigenous identity	12.3
Marital status	10.8
Mental disability	12.3
Physical disability	10.0
Place of origin	16.9
Political belief	11.5
Religion	11.5
Sex	62.7
Sexual orientation	16.5
Other	14.2

What do you believe was the ground for the harassment you observed? Select all that apply. (n=260)

Nature of Observed Harassment*

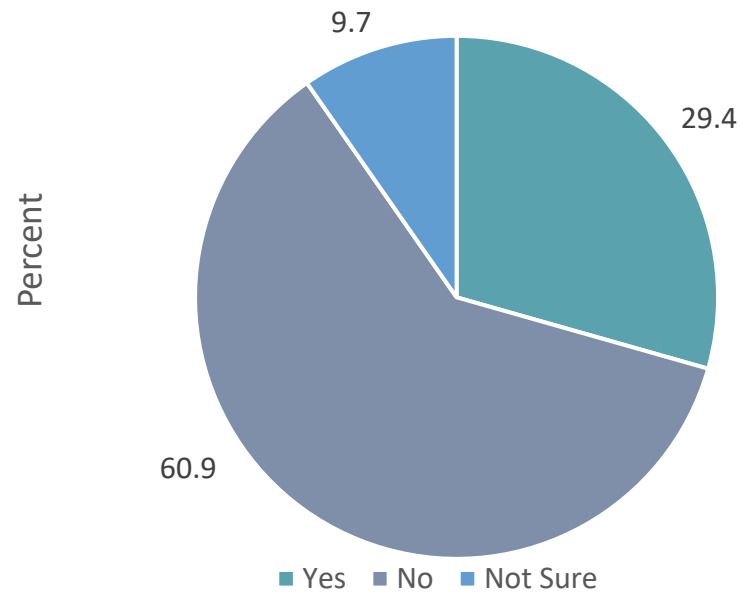
	Percent
I observed objectionable or offensive behaviour, including comments or displays that demean, belittle, intimidate, or cause embarrassment.	80.5
I observed behaviour that is degrading, threatening, or abusive (physically, mentally, or emotionally).	56.2
I observed verbal abuse.	54.7
I observed abuse of authority, such as using power to undermine, intimidate, or threaten, or interfere with someone's career.	56.6
I observed comments, jokes, or innuendos that cause humiliation, embarrassment, or offence.	66.7
I observed inequitable assignment of work.	39
Other	4.5

What was the nature of the harassment that you observed? Select all that apply. (n=267)

OBSERVED SEXUAL HARASSMENT

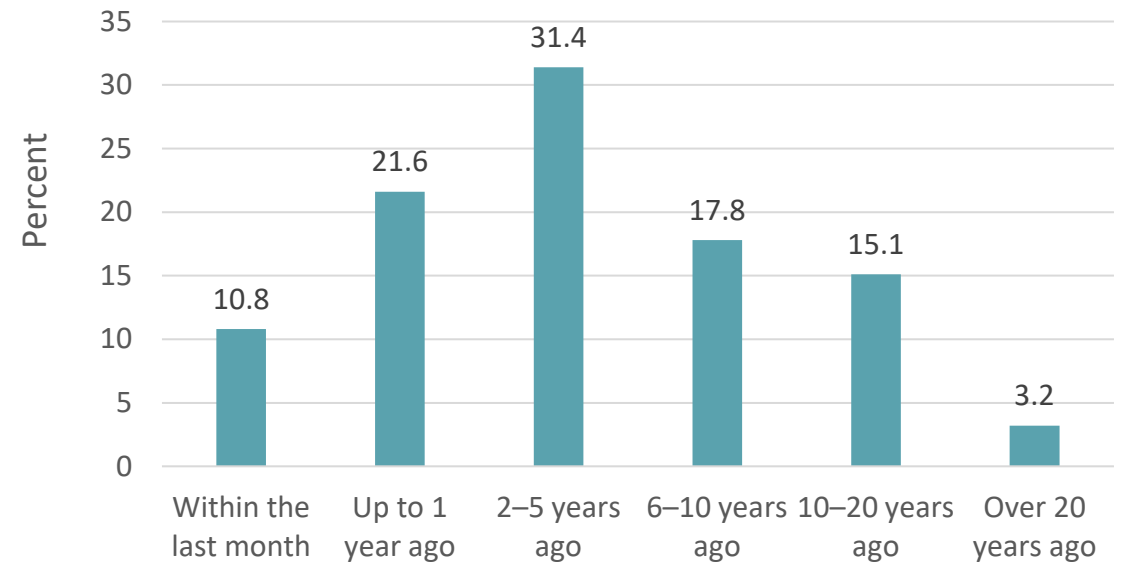
About 30% reported witnessing sexual harassment towards someone in the legal profession. Over 30% said the most recent incident was within the last year.

Prevalence of Observed Sexual Harassment



Have you witnessed or observed someone being sexually harassed in the legal profession? (n=642)

Recency of Observed Sexual Harassment



When did you observe the most recent incident of sexual harassment? (n=185)

Note: Questions on the recency, grounds, and nature of observed sexual harassment were directed only to respondents who reported having witnessed it (29.4% n=189).

Of those who reported witnessing sexual harassment (n=189), the most common experiences were: offensive jokes (72%), comments about a person's appearance (72%), sexual flirtation (68%), and sexually suggestive comments (66%).

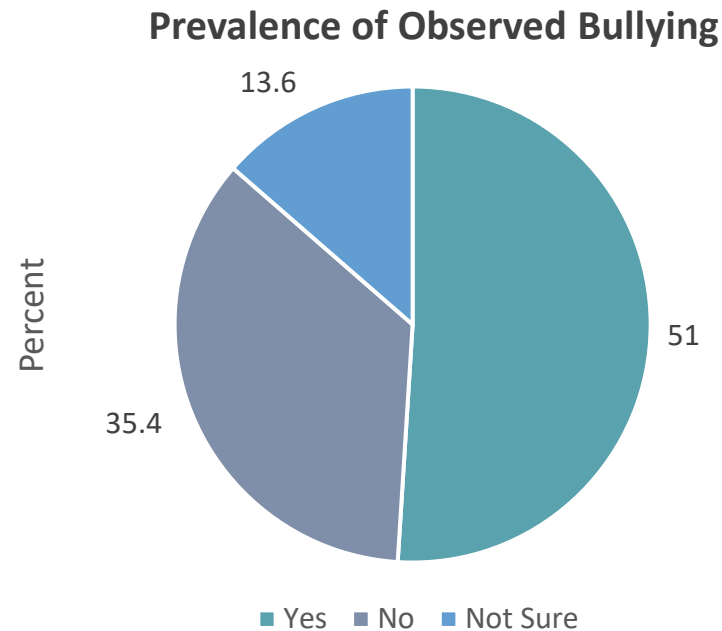
Nature of Observed Sexual Harassment*

	Percent
I observed sexualized or other demeaning images being displayed.	24.7
I observed sexually suggestive or intimidating comments, gestures or threats.	65.6
I observed comments, jokes that cause humiliation, embarrassment or offence.	72
I observed innuendoes, leering, or comments about a person's dress or appearance.	72
I observed gender-based insults or sexist remarks.	57
I observed communications with sexual overtones.	56.5
I observed inquiries or comments about a person's sex life.	33.9
I observed sexual flirtations, advances, propositions, invitations, or requests.	68.3
I observed unsolicited or unwelcome physical contact or touching.	43
I observed sexual violence.	3.8
I observed unwanted contact or attention, including after the end of a consensual relationship.	3.2
Other	15.6

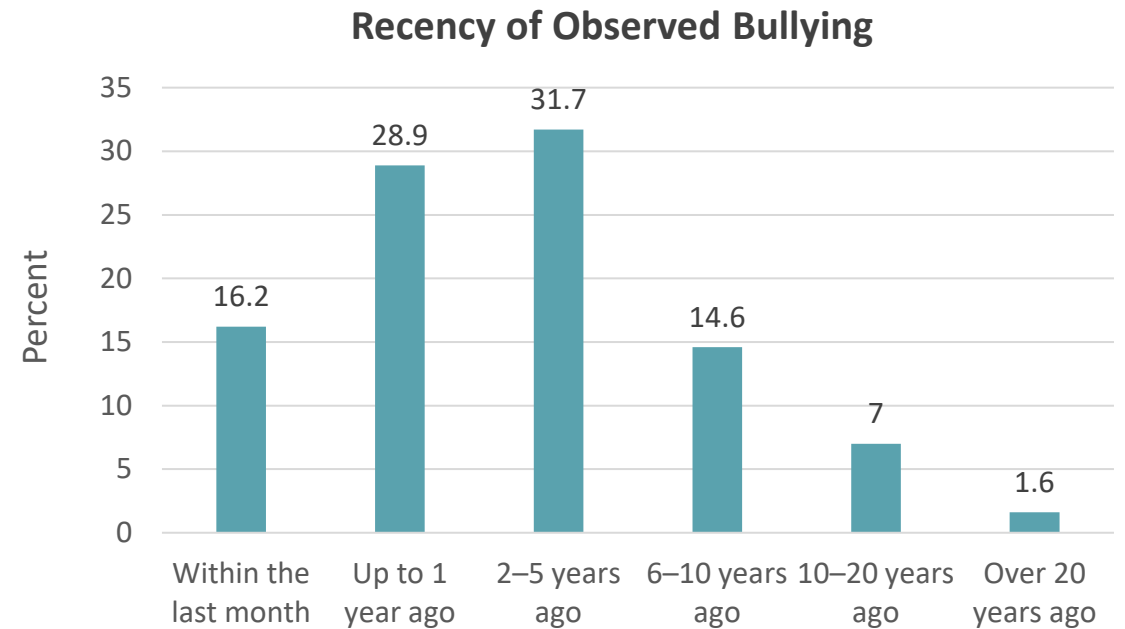
What was the nature of the sexual harassment that you observed? Select all that apply. (n=186)

OBSERVED BULLYING

Over 50% reported witnessing bullying towards someone in the legal profession. 45% said the most recent incident was within the last year.



Have you witnessed or observed someone being bullied in the legal profession? (n=639)



When did you observe the most recent incident of bullying? (n=315)

Note: Questions on the recency, grounds, and nature of observed bullying were directed only to respondents who reported having witnessed it (51%; n=326).

Of those who reported witnessing bullying (n=326), the most common experiences were: unfair or excessive criticism (86%); someone being ridiculed (70%); someone getting humiliated (69%); and someone being excluded or isolated (60%).

Nature of Observed Bullying*

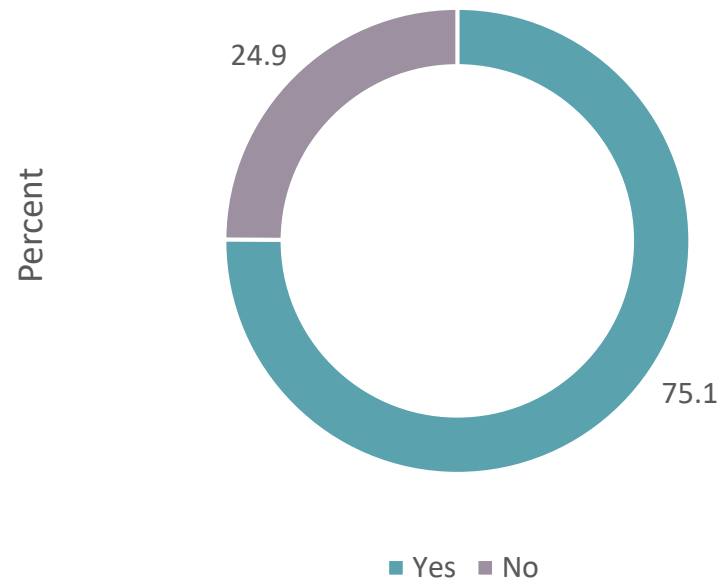
	Percent
I observed unfair or excessive criticism.	86
I observed someone being ridiculed.	69.7
I observed someone getting humiliated.	69.4
I witnessed someone being excluded or isolated.	59.9
I observed someone being given constantly changing or unrealistic work targets.	47.8
Other	2.2

What was the nature of the bullying that you observed? Select all that apply. (n=314)

OVERALL OBSERVED INCIDENTS

75% of respondents reported witnessing discrimination, harassment, sexual harassment, and/or bullying.

Respondents who Observed At Least One Type of Conduct (n=670)



Note: This graph shows the share of respondents who observed at least one of the four types of conduct (discrimination, harassment, sexual harassment, and/or bullying). Each person is counted only once, even if they observed more than one type.



Addressing Discrimination, Harassment, Sexual Harassment, and/or Bullying

This section asked participants to rate the effectiveness of various measures and workplace initiatives in addressing discrimination, harassment, sexual harassment, and bullying in the legal profession.

ADDRESSING DISCRIMINATION, HARASSMENT, SEXUAL HARASSMENT AND BULLYING

The top-rated interventions for addressing discrimination, harassment, sexual harassment, and/or bullying were an independent and confidential recording and reporting tool, and a dedicated support person or navigator to help navigate Law Society processes.

Perceived Effectiveness of Various Measures to Address Discrimination, Harassment, Sexual Harassment, and Bullying

	Mean	Std. Deviation	n
Awareness-raising initiatives	2.61	1.08	616
Mandatory training	2.62	1.12	623
An independent and confidential recording and reporting tool	3.14	1.16	620
A dedicated support person (“navigator”) to navigate Law Society processes	3.08	1.18	618
Alternative resolution processes	2.57	1.17	620
Workplace evaluations	2.65	1.26	618

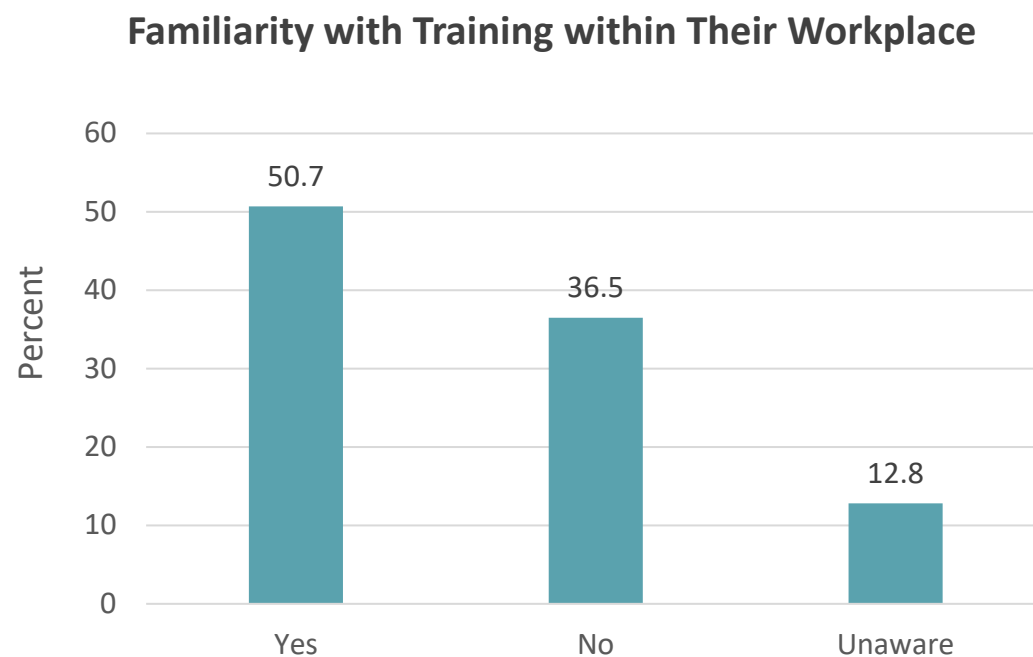
5-point Likert scale used to rate perceived effectiveness of various measures:

- 1 – Not at all effective
- 2 – Slightly effective
- 3 – Moderately effective
- 4 – Very effective
- 5 – Extremely effective.

How effective do you think these measures would be in addressing discrimination, harassment, sexual harassment, and bullying in the legal profession?

WORKPLACE TRAINING

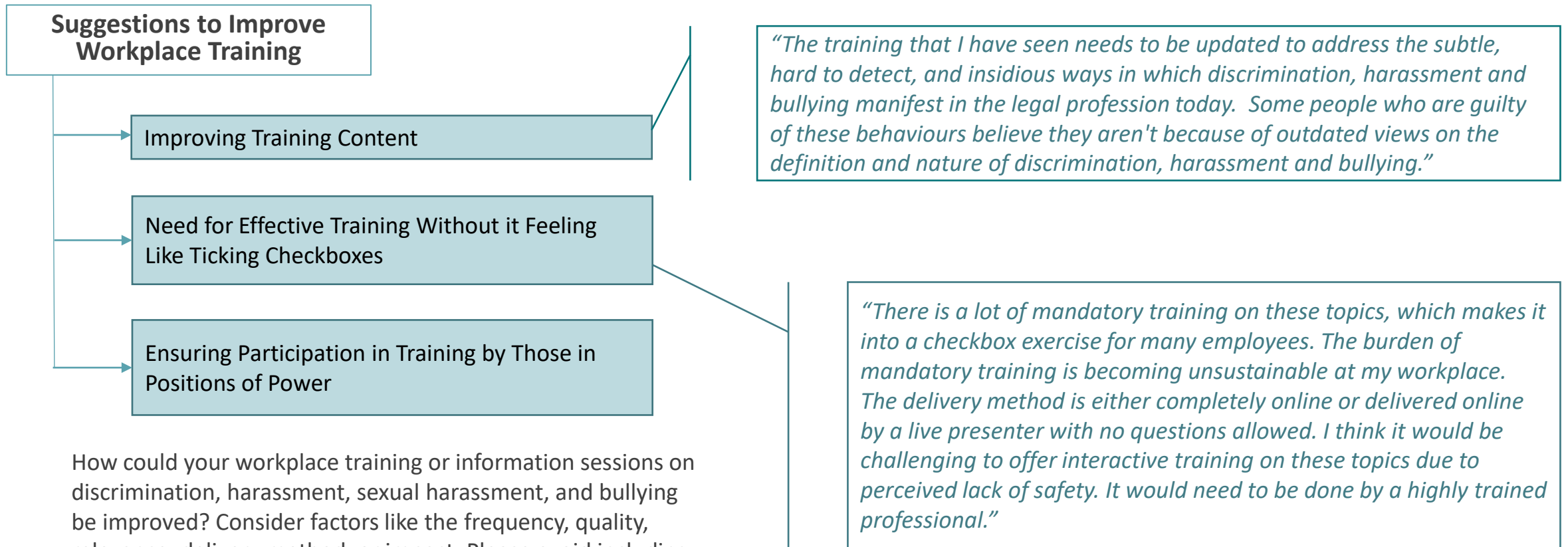
Just over 50% of all survey participants stated that their workplace conducts training, while 36% said it did not, and the remaining were unaware of such initiatives at their workplace.



Does your workplace conduct training or information sessions on discrimination, harassment, sexual harassment, and bullying??
(n=682)

IMPROVING WORKPLACE TRAINING

Suggestions to enhance workplace training included improving training content, developing trainings that do not feel like ticking checkboxes, and ensuring leadership participation in trainings.



How could your workplace training or information sessions on discrimination, harassment, sexual harassment, and bullying be improved? Consider factors like the frequency, quality, relevance, delivery method, or impact. Please avoid including identifying information. (Qualitative)

The End