

**PRESS RELEASE  
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## **ADOPTION OF NEW INTERNATIONAL INSTRUMENTS: ILO IS APPLAUDED**

**Montreal, AUGUST 30, 2019** – The Ordre des conseillers en ressources humaines agréés and CPHR Canada are pairing up to applaud the International Labour Organization (ILO) on its 100th anniversary and welcome the adoption of two new instruments to combat violence and harassment in the workplace.

The *Violence and Harassment Convention* recognizes that violence and harassment in the workplace constitute a human rights violation. Adopting this convention serves as a reminder to the member States that they are responsible for fostering healthy, respectful work environments that provide equal opportunities.

The Ordre and CPHR Canada have been concerned about the workplace harassment epidemic for some time, and they are thrilled with this new convention, which defines workplace violence and harassment and upholds the right of all human beings to work in decent conditions.

“The Ordre has made workplace harassment a priority, as it is a serious labour issue and needs to be addressed. As a leader in human resource management, and in accordance with its mission to protect the public, the Ordre has developed tools and training for its members to help them prevent, act and intervene to provide harassment-free workplaces,” says Manon Poirier, CEO of the Ordre.

The Ordre and CPHR Canada are also celebrating the accompanying *Violence and Harassment Recommendation*, which provides guidance on how to apply the convention. This serves as a practical tool that the member States can use to ensure their workers are protected and are able to evolve in work environments free of violence and harassment.

As the first of its kind, this international initiative to combat workplace violence and harassment is remarkable and the Ordre and CPHR Canada are ready to collaborate with ILO on this major issue that affects workers everywhere in the world.

“With the implementation of a bill on workplace violence and harassment for federal organizations, CPHR Canada hopes that this international initiative will have an effect on all workplaces to ensure that all Canadian workers are safe from violence and harassment and have the means to protect themselves. We applaud the ILO for the new convention and we encourage the government of Canada to adopt the Convention as quickly as possible,” says Anthony Ariganello, CEO of CPHR Canada.

### **About the Ordre**

With close to 11,000 members, the Ordre des conseillers en ressources humaines agréés is the primary reference organization in HR management. It ensures the protection of the public and contributes to the advancement of its CPHR and CIRC members. Through its actions in the public arena, it plays a key influential role in the world of work in Quebec. The Ordre thus actively participates in maintaining a balance between organizational success and employee wellbeing. For more information, go to [ordrecrha.org](http://ordrecrha.org).

### **About CPHR Canada**

CPHR Canada is a group of Canadian human resources organizations representing 27,000 members. Created in 1994, CPHR Canada is the national voice on the enhancement and promotion of the HR profession. With an established and credible designation, CPHR Canada collaborates on national HR issues and proactively positions the national HR agenda on the international scene. For more information, go to [cphr.ca](http://cphr.ca).

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