

STANH PE 2025

Changing Contexts in Policing: A New
Approach to Preventing Workplace
Harassment and Advancing Gender Equity

Presenter: Kim Assailly, Director, Calgary Police Service





A New Approach to Preventing Workplace Harassment and Advancing Gender Equity

Calgary Police Service: The Art of the Nudge
Stanhope 2025

Environment at the Calgary Police Service

- Required legislative training (increased responsibilities as an employer)
- Increase in workplace complaints - specifically sexual harassment
- Public discourse on CPS workplace (impacting members)
- Independent Reviews and Governance body interest in ensuring that workplace culture was advancing



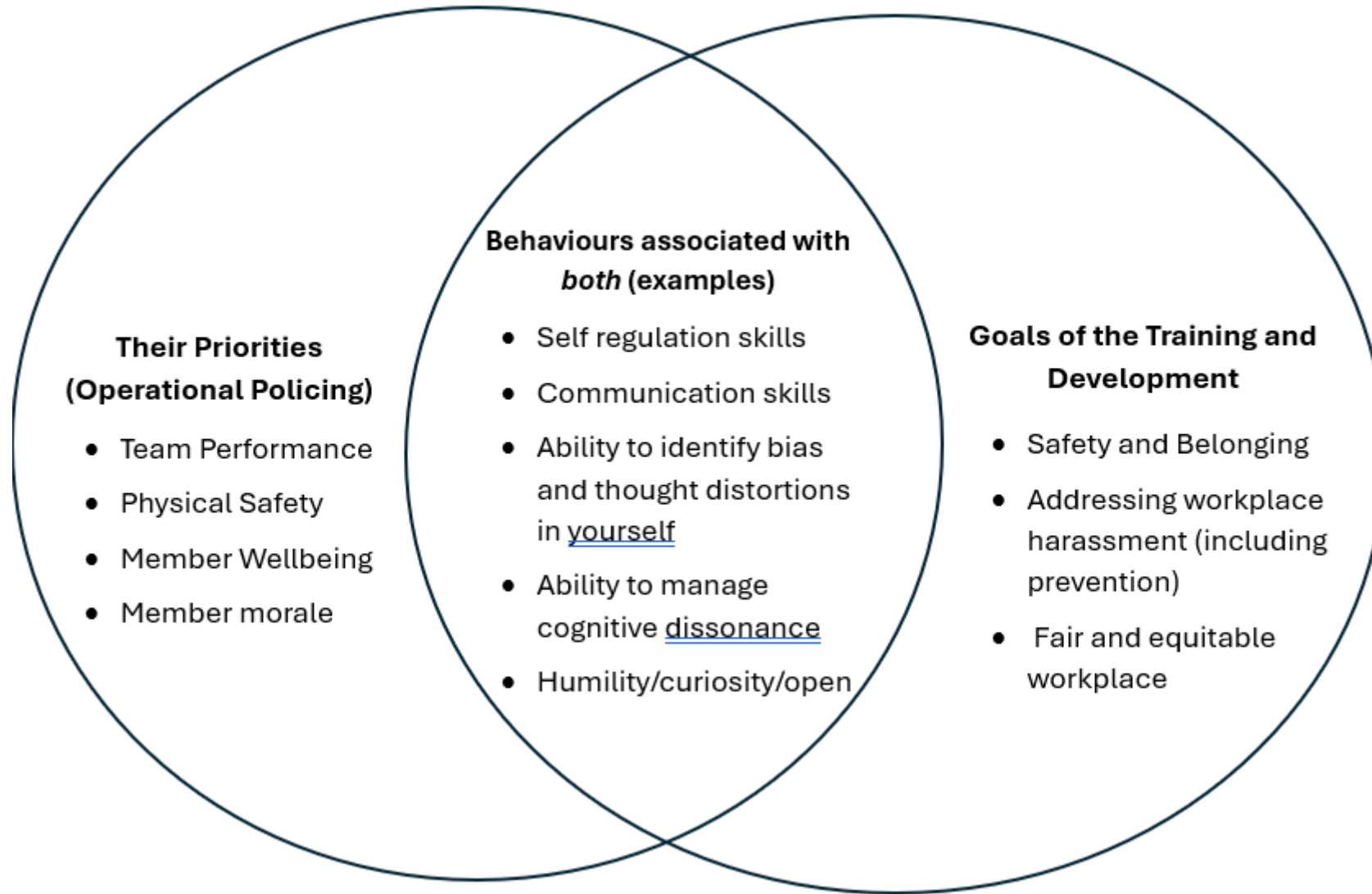
A New Approach to Preventing Workplace Harassment and Advancing Gender Equity: *The Art of the Nudge*

Canadian Police Knowledge Network
Stanhope 2025

LANA WELLS, ELIZABETH DOZOIS, & MELISSA INNES
Shift: The Project to End Domestic Violence, University of Calgary
www.preventdomesticviolence.ca

October 7-9, 2025

Finding the Sweet Spot Where Priorities Overlap



Comprehensive Approach

- Executive Leadership Development
- Engaged with processes, policies and practices from recruitment to promotions
 - Recruitment File Manager Training
- Sexual Harassment Training for all leadership ranks
- Police Act Reform Submission

Learnings

- If undertaking workplace culture training with external vendor or partner emphasize co-development and build in time for learning about your agency
- Understand what investment you can make timewise for your members. (ie: staffing challenges)
- Promote a culture of giving and receiving feedback
- Be as specific as you can and embrace small changes/interventions
- Put parameters around protecting members and your agency

Questions



- Are there any challenges in training in this space that I didn't cover off that you would like to share?
- Are there any successes in training and development on this topic that you want to share?