



## 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

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- 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



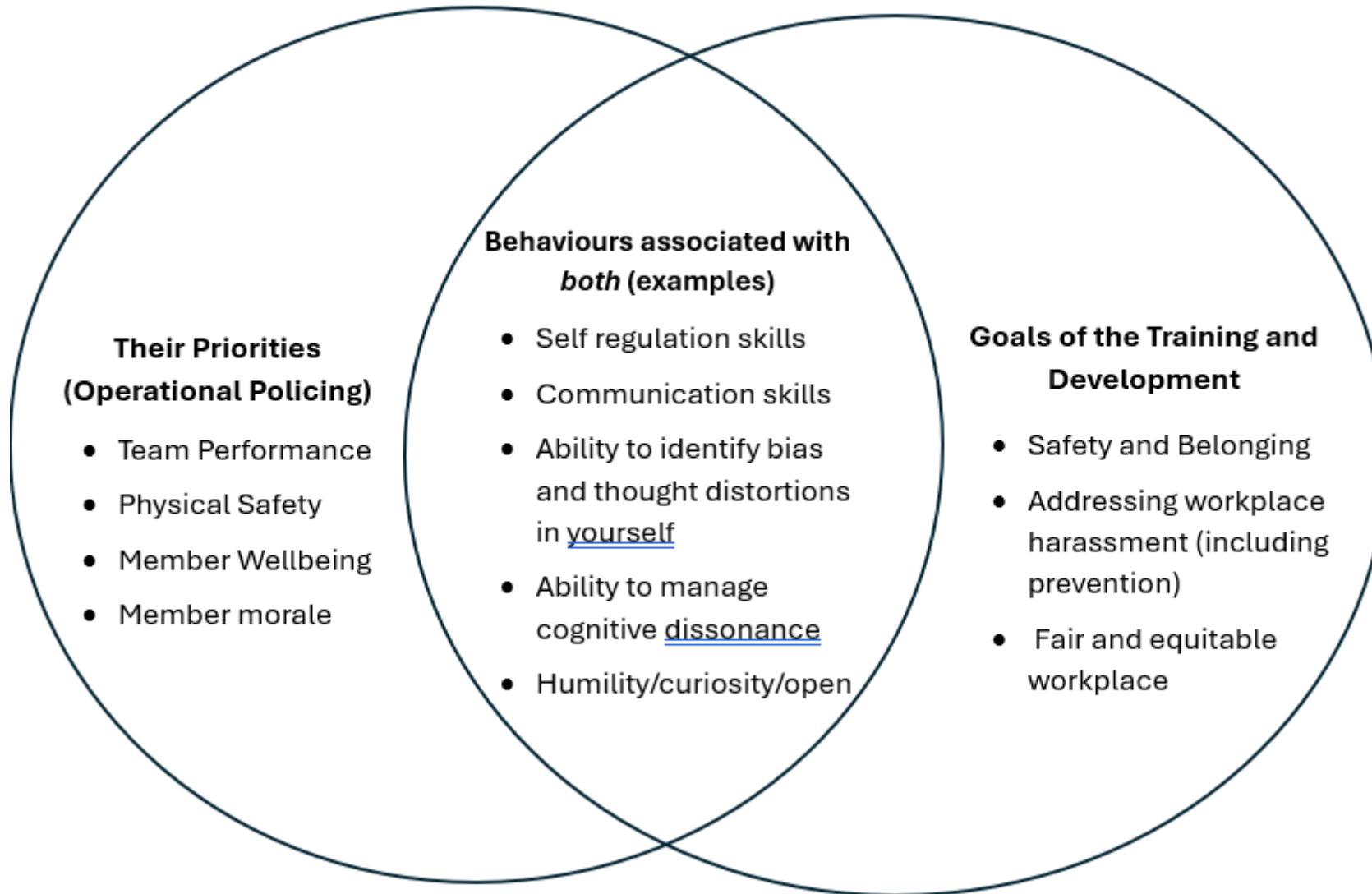
# A New Approach to Preventing Workplace Harassment and Advancing Gender Equity: *The Art of the Nudge*

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](http://www.preventdomesticviolence.ca)

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## Finding the Sweet Spot Where Priorities Overlap



# Comprehensive Approach

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- 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

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- 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

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- 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?

