

## Peggy Sattler's *Safe Night Out Act* vs. new Smart Serve training module

The recent announcement that Smart Serve certification will include a module on sexual violence and harassment is a welcome step forward, but it does not go far enough to protect staff and patrons. MPP Peggy Sattler's *Safe Night Out Act* includes the evidence-based measures that experts say will make a real impact in curbing sexual violence and harassment.

MPP Peggy Sattler's <i>Safe Night Out Act</i>	Recently announced SmartServe module
Enshrines in legislation the requirement for all staff to have sexual violence and harassment training	Module voluntarily included by Smart Serve, and not required by legislation
Requires current staff to be trained as well as all new staff	Anyone already Smart Serve-certified will not need to complete the new module, so many staff will never get the training
Requires that contracted security staff at bars, nightclubs and other licensed establishments complete sexual violence and harassment training	Only required for security staff who are <u>employed</u> by bars and nightclubs
Sets requirement for training to include evidence-based training on: <ul style="list-style-type: none"> <li>• What constitutes sexual violence or harassment where alcohol is served</li> <li>• What is consent</li> <li>• How to recognize signs that someone may be at risk of sexual violence or harassment where alcohol is served and how to safely intervene</li> </ul>	Provides an overview on: <ul style="list-style-type: none"> <li>• Two types of Sexual Violence: Sexual harassment and drug-facilitated sexual assault (DFSA)</li> <li>• Tips for identifying and handling these dangerous situations</li> </ul>
Requires every licensed facility to have a sexual violence and harassment policy that clearly sets out the process employees should follow for responding to and addressing incidents of sexual violence and harassment	Does not require facilities to have a policy
Requires that licensed establishments display a sign indicating their staff are trained in the prevention of sexual violence and harassment	Does not reinforce message to public that staff have been trained in recognizing and responding to sexual violence or harassment
Ends the minimum wage exemption for liquor servers (80 percent of whom are women), who are not only vulnerable to sexual harassment since they must rely on tips from patrons, but are now also responsible for identifying and responding to sexual violence and harassment among patrons	Does nothing to help protect liquor servers from sexual harassment by patrons or recognize the import role they will play in preventing sexual violence