

FREQUENTLY ASKED QUESTIONS:

What is this claim about?

WestJet made a contractual promise to all its employees that it would create a workplace free from harassment.

This is a claim brought on behalf of all female Flight Attendants alleging that WestJet has failed to properly implement its Anti-Harassment Promise, causing women to experience harassment or be at risk of harassment.

If I was harassed, but didn't file a complaint with WestJet, can I be in the proposed class?

To be part of the proposed class you do not need to have filed a complaint. Indeed the action recognizes many women have lost confidence in how their complaints are handled and do not file complaints.

Does the class include situations where male flight attendants rather than pilots were breaching the anti-harassment promise?

The lawsuit focuses on the relationship between pilots and flight attendants but it is not exclusive to only incidents of harassment occurring within that dynamic.

What if my harassment occurred some years ago?

There is likely a limitation period. However, we should look at your specific circumstances. Please contact us.

Why should I speak about my experiences?

We recognize how difficult it is for women to speak out about these issues – the Gimeshi trial showed us the challenges women face when they do speak out. We hope that women will see this class action as an opportunity to contribute to making WestJet a better workplace, with the protection and support of other women.

What is Ms. Lewis trying to achieve with this class action?

Ultimately, Ms. Lewis' goal is to make WestJet a safer environment for women and to ensure it honors its commitments to that end. The claim asks the Court:

- a. To declare that WestJet has breached its employment contract with female flight attendants by failing to maintain a harassment free workplace and failing to properly investigate complaints of harassment.

- b. To require that WestJet repay the profits it has made by failing to properly protect women in the workplace into a fund to be shared with the class action members.
- c. To find that WestJet's conduct in disregarding the safety of women in the workplace is so high handed that it must pay punitive damages as a message to all employers that the culture of sexual harassment must end.

Hasn't WestJet already committed to carrying out an audit of its workplace harassment policies?

An audit is supposedly being completed for WestJet's executive and WestJet has said they will be releasing the report publicly. Whether the audit is meaningful depends on its terms of reference and its thoroughness. We will see.