



# IT TAKES COURAGE

TO SPEAK UP

**WHAT TO DO**  
if you may have crossed a line

**SAFE WORKPLACES FOR ALL:  
ADDRESSING SEXUAL HARASSMENT IN CANADIAN MINING**

## **Sexual harassment can be complex.**

Understanding if it has occurred is sometimes very clear and other times it can be difficult.

To avoid uncertainty:

- Learn about what sexual harassment is and is not.
- Do not contribute to or condone inappropriate behaviours in the workplace, particularly sexualized behaviour.
- Learn about and seek to apply trauma-informed principles.
- Review your workplace policy and procedures related to workplace harassment and follow any guidance provided regarding informal processes.
- Speak to your supervisor, union health and safety or human resources representative, and/or a counsellor regarding what has happened and how to address it.
- Learn from the experience and apologize for your mistake.
- Become an ally or supporter of harassment-free workplaces.



**BE PART OF THE SOLUTION**