



IT TAKES COURAGE

TO SPEAK UP

WHAT TO DO

if you witness sexual harassment
at work

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

Health and safety legislation holds every worker responsible for keeping the workplace safe and healthy for all. Everyone has a role to play in addressing workplace sexual harassment and violence and preventing poisoned workplaces.

If you or someone you know witnesses harassment:

- Do not contribute to or condone the behaviour in any way.
- Ask that the behaviour stop. This can and must only happen if people feel safe to do so.
- Express your support to the individual(s) targeted.
- Bear witness to the behaviour by making notes immediately after the event including what happened, who was present, who was involved, the time and the effect of the incident.
- Share your information using your organization's reporting process, which may involve speaking to a supervisor, a union, health and safety or human resources representative, and/or using a confidential reporting process.
- Respect the confidentiality of those involved by not discussing with other colleagues.
- Participate respectfully in any investigative process, if asked.
- Learn about and apply trauma-informed principles in your workplace.



BE PART OF THE SOLUTION