



# IT TAKES COURAGE

TO SPEAK UP

**IT'S NOT HARASSMENT,**  
but that doesn't make it right

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

Most health and safety legislation refers to harassment as conduct that someone would reasonably know is unwelcome.

When based on sex, gender, gender identity, gender or sexual expression, it is sexual harassment. Harassment can also be based on other factors such as race or faith, as well as being sexual harassment. Harassment is a form of discrimination.

Some behaviours do not amount to sexual harassment such as:

- Performing management or supervisory duties.
- Workplace conflict.
- Workplace stress.
- Mutual, social relationships when agreed to by both parties.
- Difficult organizational conditions, constraints or changes.

How people act in the face of workplace challenges can give rise to sexual harassment or perceptions of it. Like harassment, inappropriate and unprofessional behaviour can lead to workplace accidents, injuries, absenteeism and mental health issues.



**BE PART OF THE SOLUTION**