



IT TAKES COURAGE

TO SPEAK UP

REPORTING SEXUAL HARASSMENT

Everyone has a role to play

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



MINING INDUSTRY
HUMAN RESOURCES COUNCIL
CONSEIL DES RESSOURCES HUMAINES
DE L'INDUSTRIE MINIÈRE



Funding for this initiative is provided by the Government
of Canada through The Department of Justice.



There are many barriers to reporting sexual harassment in the workplace.

These include feelings of shame, denial, minimization of the experience, fear of consequences or retribution, past trauma, lack of information, disbelief, disassociation or having been drugged, intoxicated or disassociated. Gender norms, stereotypes, power imbalances, inequalities, fear of stigma, being singled out, blamed or called “too sensitive” as well as questioning one’s professional capacity or suitability to the work environment also prevent people from reporting. All of these contribute to a culture of silence.

These barriers affect people differently and may also relate to or be augmented by identify factors that intersect such as gender, sexual orientation, race, class, disability.

This helps explain the challenges faced by men, women and gender-diverse individuals when it comes to reporting and the role we must all play in eliminating these barriers, by reporting sexual harassment and violence when they occur.



BE PART OF THE SOLUTION