



IT TAKES COURAGE

TO SPEAK UP

WHAT TO DO
if you believe you've been harassed

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

All workplaces must comply with anti-harassment and discrimination laws. Many employers have related policies and procedures. The following actions will help you learn more about what is in place at your organization, whether you think you may have been harassed, witnessed harassment or harassed someone.

- Locate your organisation's workplace harassment policy and any related procedures. This may be a specific policy or part of other documents such as a code of conduct or commitment statement.
- Speak to your supervisor, union representative, health and safety representative and/or human resources.
- If you feel that your supervisor is harassing you, some policies will provide you with guidance regarding what to do.
- Look to see if your company has a confidential reporting process, such as a phoneline or whistleblowing mechanism.
- Seek out confidential support through your employee assistance program, counselling services and/or shelter/abuse services.



BE PART OF THE SOLUTION