



# IT TAKES COURAGE

TO SPEAK UP

**IDENTIFYING WORKPLACE SUPPORTS**  
related to reporting sexual harassment

**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.



Workplace sexual harassment can be traumatizing for individuals, whether involved directly or indirectly. People also experience a number of barriers to reporting. To avoid a culture of silence, protect against a poisoned work environment and help create a positive reporting environment, learn about workplace supports for reporting.

The following may be available in your workplace:

- Policy and procedure
- People – health and safety, union, hr, supervisor or alternate if they are harassing you
- Reporting – forms, hotlines, incident reports
- Mediation – offered as an alternative to a formal complaint
- Investigation of complaints and sharing of results to parties involved
- Training
- Information on when confidentiality is available
- Counselling



**BE PART OF THE SOLUTION**