

## ARE YOU A VICTIM OF SEXUAL HARASSMENT?

### **Don't ignore it. React immediately.**

- Say "NO" clearly.
- Let the person know that sexual harassment is illegal and there will be consequences for the behaviour.
- Keep a written record of incidents, including dates, times and exact quotes.
- If you are comfortable doing so, talk with a trusted co-worker, witnesses or other victims and approach your employer as a group to file a complaint.
- Inform your Union Representative or union officer of the problem. If you are reluctant to speak out about it, contact the resource person of your Local Union, Conference or Joint Council. If the problem is still not resolved, contact the president of Teamsters Canada.
- Be supportive of other victims. Talking about the problem can help.

## CONFIDE IN US.

If you are a victim or you know someone who is a victim of workplace sexual harassment, please contact your Union Representative or Teamsters Canada.

### **Teamsters Canada**

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## SEXUAL HARASSMENT IN THE WORKPLACE

Teamsters Canada Can Help.



## WHAT IS SEXUAL HARASSMENT?

Sexual harassment is any unwanted sexual advance that threatens a worker's job or well-being. It includes:

- Verbal abuse such as suggestive or sexist remarks, propositions and lewd comments
- Physical abuse such as unwanted touching, patting or cornering
- Displaying pornography (pictures, video, websites)
- Demanding sexual favors
- Physical assault and rape

### **The key elements of harassment are:**

- Acts or comments with sexual or sexist connotations
- Absence of consent
- Repeated advances despite "no" being expressed
- Negative effects on physical and/or psychological integrity
- Fostering poisonous working conditions

Sexual harassment is a form of discrimination, abuse of power and violence. Sexual harassment can happen in any profession to both men and women. Please know that **you are not alone** in facing this problem.

## SEXUAL HARASSMENT IS NOT A JOKE

Sexual harassment is illegal and prohibited in Canada. In some cases, it may be prosecuted under the Canadian Criminal Code.

### **Teamsters Canada Can Help.**

Teamsters Canada is determined to provide its members with a workplace free of sexual harassment. We are dedicated to preventing and correcting any and all situations that might lead to sexual harassment.

Education and awareness building are the first steps to take. Teamsters Canada offers education seminars and counselling, provides information and teaches coping strategies to its members, union representatives and union officers to help them deal with the problem when it arises. Collective bargaining contracts also provide a powerful weapon to combat sexual harassment.

**Teamsters Canada is there to protect and defend you.**

## EMPLOYER RESPONSIBILITY

Sexual harassment in the workplace is a problem and will be treated as such.

Whether the harasser is a supervisor, a co-worker or a customer, the employer bears the responsibility of ensuring the workplace is free of sexual harassment. The employer is also responsible for taking all necessary actions to stop sexual harassment.