

## IF YOU HAVE WITNESSED SEXUAL VIOLENCE:

- If you and the survivor feel safe to do so, tell the perpetrator to stop
- Support the survivor. See the *Stop Workplace Sexual Violence guide* for options
- Ask the survivor what support they want. Don't judge, pressure or second guess
- Learn about consent, sexism, homophobia, transphobia, ableism and racism. Notice the effect of your own behavior on others and be willing to change
- Ask employer and union representatives to act on sexual harassment and violence, and to address the root causes

## TAKE ACTION TO ELIMINATE SEXUAL VIOLENCE IN YOUR WORKPLACE

- Read the *Stop Workplace Sexual Violence guide*. Talk to your union. Develop an action plan
- Attend CUPE workshops on harassment, violence and human rights
- Organize events for 16 Days of Activism, Sisters in Spirit Vigils, Day of Pink and other anti-violence campaigns

For more information, visit  
[cupe.ca/stopsexualviolence](http://cupe.ca/stopsexualviolence)

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## STOP WORKPLACE SEXUAL VIOLENCE:

LEARN ABOUT YOUR RIGHTS.  
SUPPORT YOUR CO-WORKERS.

Sexual violence hurts workers and poisons the workplace. You have the right to a safe workplace. Your union can help.

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**Sexual violence is any act targeting a person's sexuality, gender expression or gender identity that is committed, attempted or threatened against a person without their consent. Sexual violence includes harassment, which is offensive behaviour that a reasonable person would consider unwelcome.**

Sexual violence at work includes:

- Unwelcome sexual remarks and jokes
- Unwanted advances
- Threats when advances are refused
- Persistent criticism or gossip about a person based on gender or sexuality
- Excluding or isolating someone
- Displaying sexual images
- Promises in exchange for sex
- Unwanted touch
- Stalking, and
- Physical threats or assault

It can be a single incident or repeated incidents.

The person targeted may be blamed, disbelieved or isolated. They can experience physical, psychological and economic harm.

Sexual violence can affect anyone, but women and LGBTQ2+ workers most of all. Sexual violence is about power and control. Women and LGBTQ2+ workers marginalized by racism, colonialism and ableism face more violence.

**Sexual violence is illegal.**



## WHAT CAN WE DO ABOUT IT?

**If you are a survivor of sexual violence:**

1. Learn about your rights
  - You have the right to work in a safe environment. Sexual violence is not your fault
  - Find out about harassment and violence policies and complaint procedures at your workplace
  - Read *Stop Workplace Sexual Violence: A guide for CUPE locals*
  - Talk to a union steward or someone else you trust
2. Keep records
  - Write down what happened: places, dates, times, people involved, witnesses and what was said or done
  - Keep evidence such as emails, notes and photographs
3. Seek safety and support
  - Avoid being alone with the perpetrator, if possible
  - Ask a trusted co-worker for support
  - Talk with your steward about filing a grievance, health and safety or human rights complaint, or taking other action
  - Visit 211.ca or a local support agency
  - Call 911 for emergency help

