FORMS OF HARASSMENT:
VERBAL | PHYSICAL | PSYCHOLOGICAL

- Jokes
- Insults
- Innuendos
- Taunting
- Practical jokes
- Pushing
- Shoving
- Condescension
- Insults
- Offensive language
- Unfair blame
- Deliberate exclusion
- Belittling
- Public criticism
- Unwanted touching
- Posting offensive photos
- Paternalism
- Retaliation
- Degrading Opinions
- Jokes
- Innuendos
- Taunting
- Practical jokes
- Pushing
- Shoving
- Condescension
- Insults
- Offensive language
- Unfair blame
- Deliberate exclusion

- Women are 2X as likely as men to experience unwanted sexual contact while at work

**WHAT CAN UNIFOR MEMBERS DO?**

- Work with your union representatives to enforce the employer’s obligation to provide a workplace free of harassment
- Bargain strong anti-harassment language and a joint investigation process
- Bargain the Women’s Advocate Program

**WHAT CAN CO-WORKERS DO?**

- Support the person being harassed
- Do not join in
- Stop any rumours
- Document the situation

“Sexual harassment affects all women and vulnerable women even more so. The most vulnerable are women in lower-paying or less secure jobs; women belonging to a visible minority; women in non-traditional employment roles; women with a visible or invisible disability; lesbians; older women; trans women; and women whose religion sets them apart.”

Women’s Legal Education and Action Fund (LEAF) written submission

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