

# WOMEN AT WORK

CHAPTER ONE

# Workplace Harassment

Jokes  
 Insults  
 Innuendos  
 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 exclu-

## FORMS OF HARASSMENT: VERBAL | PHYSICAL | PSYCHOLOGICAL

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 Belittling  
 Public criticism  
 Unwanted touching  
 Posting of-  
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 touching  
 Posting of-

definition of harassment:

a course of vexatious comment or conduct that is known or ought reasonably to be known to be unwelcome, that denies individual dignity and respect

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*

For more information, contact:

**Unifor Women's Department**

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