

# Silence won't protect you but your union will.

## You are protected under your BCGEU collective agreement. Section 1.8 Sexual Harassment includes:

The Government of British Columbia, in cooperation with the Union, will promote a work environment that is free from sexual harassment where all employees are treated with respect and dignity.

Sexual harassment is one form of discrimination and is defined as any unwelcome comment or conduct of a sexual nature that may detrimentally affect the work environment or lead to adverse job-related consequences for the victim of the harassment. Prohibited conduct may be verbal, non-verbal, physical, deliberate or unintended, unsolicited or unwelcome, as determined by a reasonable person. It may be one incident or a series of incidents depending on the context...

Protection against harassment extends to incidents occurring at or away from the workplace during or outside working hours provided the acts are committed within the course of the employment relationship...

Examples of sexual harassment include but are not limited to:

- a person in authority asking an employee for sexual favours in return for being hired or receiving promotions or other employment benefits;
- sexual advances with actual or implied work related consequences;
- unwelcome remarks, questions, jokes or innuendo of a sexual nature; including sexist comments or sexual invitations;
- verbal abuse, intimidation, or threats of a sexual nature;
- leering, staring or making sexual gestures;
- display of pornographic or other sexual materials;
- offensive pictures, graffiti, cartoons or sayings;
- unwanted physical contact such as touching, patting, pinching, hugging;
- physical assault of a sexual nature.

## Harassment. Report it. Stop it.

If you feel you've been harassed, contact your steward or BCGEU staff representative immediately for help.



It is illegal for an employer to discriminate against you on the basis of your age, religion, political beliefs, physical or mental disability, sex, sexual orientation, race or colour, marital or family status, ancestry or place of origin, or because of a criminal record that is unrelated to your employment. Harassment includes overt conduct as well as demeaning and other unwelcome comments. Harassment typically involves humiliation and intimidation; it excludes or isolates a person and adversely affects the work environment. It is an employer's legal responsibility to provide a workplace free from discrimination and harassment.