

## WHAT CAN WORKERS DO?

Do not ignore it. React immediately.

- Say "NO" clearly.
- Let the person know that there is a policy against sexual harassment, and there will be consequences to his/her behavior.
- Keep a written record of incidents, including dates, times and exact quotes.
- Talk with co-workers, look for witnesses and other victims. A group complaint can provide more ammunition for forceful disciplinary action against the harasser.
- Inform your Union representative or Union officer of the problem. If you are reluctant to talk about it, contact the resource person located at the Conference or Joint Council of your Union. If the problem is still not resolved, contact the President of Teamsters Canada. If no satisfaction is achieved at this stage, you can file a complaint with the Human Rights Commission in your province.
- Be supportive of other victims. Talking about the problem can help.

## IF YOU NEED HELP

If you need help, please contact the resource person at the Joint Council or Conference of your region.

**JC 36 – British Columbia – (604) 875-6636**  
Local Unions 31, 155, 213, 464

**JC 52 – Ontario – (905) 672-5959**  
Local Unions 91, 100M, 230, 419, 647, 847, 879, 880, 938, 1979

**JC 90 – Alberta – (403) 259-4608**  
Local Unions 362, 395, 979, 987

**JC 91 – Quebec – (514) 493-4586**  
Local Unions 41M, 69, 106, 555M, 931, 973, 1791, 1998, 1999

**No JC – Nova Scotia – (902) 445-5301**  
Local Union 927

**No JC – Newfoundland – (709) 579-5706**  
Local Union 855

**TCRC – (613) 235-1828**

**TCRC-MWED – (613) 733-4456**

# Sexual Harassment

It's not flattering.

It's not your fault.

It's against the law.



TO FIND OUT MORE ABOUT  
SEXUAL HARASSMENT, CONTACT:  
2540 Daniel-Johnson Blvd, suite 804  
Laval (Québec) H7T 2S3  
**450.682.5521**  
info@teamsters-canada.org



**TEAMSTERS  
CANADA**  
can help



## PREAMBLE

Teamsters Canada is determined to provide its members a work environment free of sexual harassment. It is prepared to prevent and correct all situations that might lead to sexual harassment. Teamsters Canada assumes this responsibility and solicits a close cooperation of all Conferences, Joint Councils, Local Unions and its members.

## SEXUAL HARASSMENT IS ILLEGAL

Sexual harassment is illegal discrimination covered by the Canadian Human Rights Act, the Canadian Labor Code, and all Provincial Human Rights Act. It is against Human Rights Code, which specifically bans sexual harassment in the provinces of Ontario, Quebec, Manitoba and Newfoundland, and at the federal level in the country as a whole.

## EMPLOYER RESPONSIBILITY

Sexual harassment is a workplace problem, not a personal problem. Whether the harasser is a supervisor, a co-worker or a customer, the employer is responsible. The employer must assure a work environment free of sexual harassment, make the policy known to all employees and take whatever action necessary to stop sexual harassment.

## 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 of pornographic pictures;
- demand of sexual favors;
- physical assault and rape.

The key elements of harassment are:

- acts or phrases with sexual or sexist connotations;
- absence of consent;
- repeated advances, in spite of expressed "no";
- negative effects on physical and/or psychological integrity;
- generating poisonous work conditions.

Sexual harassment is a form of discrimination, abuse of power, and violence against women and men. You are not alone facing this problem. It happens to people of all ages and professions.



## TEAMSTERS CANADA CAN HELP

Teamsters Canada can help expose the extent of sexual harassment by encouraging training and discussions about the problem through newsletters, union meetings and training programs. Education and sensitization are the first steps for preventing sexual harassment problems. Teamsters Canada provides education seminars, counseling and disseminate information among its members, representatives and union officers to inform them and to help them cope with the problem when it arises.

Union contracts provide a powerful weapon to combat sexual harassment. The Union is there to protect and defend you.

