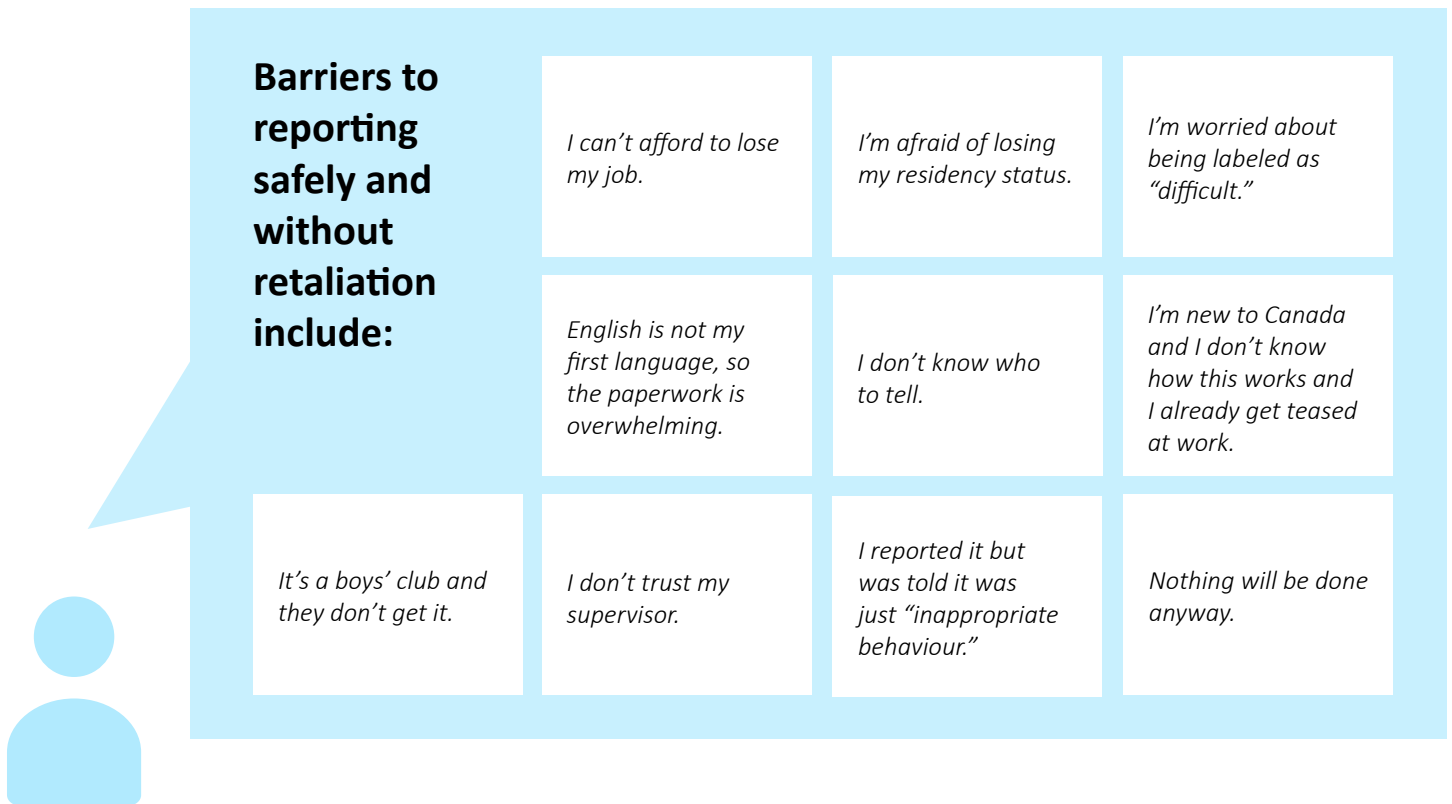


BARRIERS TO REPORTING SEXUAL HARASSMENT AND VIOLENCE



Barriers to reporting safely and without retaliation include:

<i>I can't afford to lose my job.</i>	<i>I'm afraid of losing my residency status.</i>	<i>I'm worried about being labeled as "difficult."</i>
<i>English is not my first language, so the paperwork is overwhelming.</i>	<i>I don't know who to tell.</i>	<i>I'm new to Canada and I don't know how this works and I already get teased at work.</i>
<i>It's a boys' club and they don't get it.</i>	<i>I don't trust my supervisor.</i>	<i>I reported it but was told it was just "inappropriate behaviour."</i>
		<i>Nothing will be done anyway.</i>

It's your choice whether to report.

If you choose to report, you can be accompanied by a support person, like a friend, family member, spouse/partner, colleague, or union representative.

Employers can overcome reporting barriers by creating a culture where it's OK for people to talk openly about harassment and violence. Best practices include:



Having a comprehensive policy with clear reporting procedures and expectations.



Having multiple forms of reporting (formal and informal).



Having multiple options for reporting.