

KEEPING WORKERS WHO DISCLOSE HARASSMENT AND VIOLENCE SAFE

Safety mechanisms for the affected worker can include:

- ✓ Providing temporary workplace accommodation, such as changing work hours/shift
- ✓ Separating the person who disclosed and the alleged harasser
- ✓ Modifying workstation arrangements
- ✓ Accompanying a person to/from their car or transportation
- ✓ If the alleged harasser is a supervisor or manager, changing who the person reports to
- ✓ Making the person aware of their leave rights



For employers

Before initiating any safety mechanisms, consult with the affected worker.



For employees

If you feel unsafe, you can request the above-mentioned arrangements from your employer.

Remember these actions should not negatively impact the person who disclosed.

Don't ask or force someone who has experienced harassment and violence to confront their alleged harasser. Doing so can increase the harm and risk to the person and the workplace.

If you're being asked to confront the alleged harasser, you have the right to refuse, and your employer must make every effort to resolve the situation.