



## 2- Minute Safety Talk - 1

# Refresher on maintaining respectful workplaces

This is a reminder about what behaviour is expected in our workplace and what types of actions or comments are considered harassment and bullying.

We all want and deserve to work in an environment where everyone is respectful to one another. Of course, when we work long hours, and under time pressures, it is hard to be on our best behaviour all the time. People lose their patience and get frustrated and mad sometimes. But lashing out and insulting or humiliating another crew member is not helpful. It is also illegal. Harassment in the workplace is prohibited under Canadian laws.

Harassment is behaviour that humiliates or intimidates. In the workplace, we are talking about a pattern of actions that someone aims at a worker, and that affects the worker's ability to get their work done.

Harassment is generally defined as *“a course of comment or conduct that is known or ought to be known to be unwelcome.”*

Here are some examples of harassing behaviour:

- Employing stereotypes or using racist language
- Verbal aggression or name-calling
- Vandalizing personal belongings
- Sabotaging work
- Spreading malicious rumours
- Humiliating initiation practices or hazing
- Gestures that are aggressive, threatening or sexual in nature
- Cyber-bullying





Some forms of harassment become sexualized, especially when directed to women.

So: no sharing sexual images, no swearing about body parts, and no inappropriate sexual touching or advances. Remember, we are at work.

Other times, people use racist insults or “pick on” something else about the person’s identity, such as their sexual orientation, gender identity, their physical appearance, or where they come from. All these forms of harassment are violations of human rights. But whether or not the hurtful comments and inappropriate behaviour relate to a person’s identity, it is still harassment. And it is usually an abuse of someone’s power.

The rule of thumb is pretty simple: is the behaviour unwelcome? And would we expect that the person behaving in this way knows, or ought to know, that the actions are unwelcome? If so, it’s harassment.

It has taken too long for workplace harassment to be called out in our industry. Now that we recognize it as the hazard it is, we all need to learn to recognize it and keep it out of our sets, offices and locations.

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