



GENDER-BASED VIOLENCE AND THE WORKPLACE

Gender-based violence can happen in the workplace, worksite, office party, conference and more. Sometimes it happens because there is domestic violence at home, and it often does not stop when employees come to work. Domestic violence can affect the workplace in many ways, including disruptions at work, threats or unwanted visits from the abuser.



Workplace gender-based violence can also happen between co-workers, supervisors or strangers. Including:

- Unwanted sexual advances between people who work together
- Requests for sexual activities in exchange for a pay raise, better work hours or shifts, or other types of benefits
- Punishment or threats for not agreeing to sexual activities
- Talking about or showing sexually offensive materials at work

Workplace gender based violence includes harassment. One example of harassment is when someone from work who you don't want to be with or hear from always phones, emails or texts you.

Discrimination at work can mean:

- Someone is prevented from doing something or getting a raise or a promotion because of their gender
- Spreading stereotypes such as because of their gender, 'women can't keep up or aren't as smart'

Building a healthy workplace for every gender

- Help organizational leaders understand gender-based violence
- Be part of creating a workplace where people know about gender-based violence and how to stop it
- Develop rules to prevent gender-based violence
- Make sure all workers know what to do if they see or suffer from gender-based violence
- Help employees who have suffered from gender-based violence get the help they want
- Make sure that a worker who complains about gender-based violence is respected and believed

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