

» HARASSMENT ... a crash course

» Harassment ...

- ... is, in two words, 'unwanted attention'
- ... is defined as "a course of vexatious comment or conduct that is known, or ought reasonably to be known, to be unwelcome" (UW's Ethical: Behaviour Policy #33 and UW/CUPE Union Agreement: Article 4, section 3);
- ... is a form of **discrimination**; and,
- ... can come in many forms: jokes, insults, bullying, gossip, request for dates, etc.
- ... may occur face-to-face or electronically.

» Harassment might...


- ... be directed at a person or group;
- ... negatively impact one's work or well-being;
- ... create an unpleasant work environment;
- ... leave someone feeling powerless, hurt, uncomfortable, or afraid; and,
- ... not be directed at a specific person.

» If It Happens To Me ...

- ... seek assistance and support as soon as possible;
- ... don't ignore your feelings;
- ... collect documents and record date(s), time(s), location(s), name(s) of alleged harasser(s) and witnesses, what happened, the frequency of occurrence; and,
- ... remember harassment is against the law and UW policy.

» To Whom Can I Talk ...

- ... staff in the Conflict Management and Human Rights Office (Ext 39526);
- ... a CUPE representative (ext. 36793);
- ... your Human Resources Advisor;
- ... Counselling Services (ext. 33528);
- ... Health Services (519-888-4096); or
- ... Occupational Health
 - Linda Brogden (ext.36264)
 - Karen Parkinson (ext. 30338).

 **Contact UW Police (519-888-4911) if you are concerned for your personal safety.**

Check out our web site for more information and direct links to resources, UW documents, and the Ontario Human Rights Commission:
<https://uwaterloo.ca/conflict-management-human-rights>