A CRASH COURSE
HARASSMENTS
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HARASSMENT:
UNWANTED ATTENTION

- Defined as “a course of vexatious comment or conduct that is known, or ought reasonably to be known, to be unwelcome.” (UWaterloo’s Ethical Behaviour Policy #33 and UW/CUPE Union Agreement: Article 4, Section 3)
- A form of discrimination
- Comes 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 you are being harassed ...

- 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 that harassment is against the law and against UWaterloo policy.

Who can I talk to?

- Human Rights, Equity and Inclusion Office staff | 519-888-4567, ext. 39526
- A CUPE representative | 519-888-4567, ext. 367936
- Your Human Resources Advisor
- Counselling Services | 519-888-4567, ext. 33528
- Health Services | 519-888-4096
- Occupational Health: Linda Brogden | 519-888-4567, ext. 36264 or Karen Parkinson | 519-888-4567, ext. 30338

CONFLICT MANAGEMENT AND HUMAN RIGHTS OFFICE
Get more information and direct links to resources, UWaterloo documents, and the Ontario Human Rights Commission:
uwaterloo.ca/conflict-management-human-rights

Contact Campus Police at 519-888-4911 if you are concerned for your personal safety.