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

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

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