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