



Harassment can happen anywhere

... in the storage room, refrigerator, or delivery van
... anywhere.

If you are being exposed to:

- » disrespectful comments,
- » unwanted text messages or images,
- » degrading jokes,
- » rude gestures,
- » unwanted touching, or
- » if you are generally feeling bullied, harassed or discriminated against —

SEEK HELP!



If you experience or witness this behavior you can contact:

- » your supervisory staff

- » your union steward

- » **Conflict Management & Human Rights Office**
Jeremy de Boer, MC 4048, ext. 39526
jdeboer@uwaterloo.ca
- » **Counselling Services** – ext. 32655
- » **Human Resources** – ext. 35935
- » **Safety Office** – ext. 33587

The Employer and the Union recognizes, and takes seriously, their joint responsibility to maintain a harassment and discrimination free workplace.
Article 4: Union Agreement between The University of Waterloo and The Canadian Union of Public Employees. C.L.C. Local 793 Effective May 1, 2010



**If you are feeling threatened, call
Campus Police ext. 22222 or 519-888-4911**



**UNIVERSITY OF
WATERLOO**