

Bystanders are persons who witness (see or hear) another employee being sexually harassed. They can play an important role in addressing workplace sexual harassment.

Some options for creating a workplace that is safe for everyone include:

- ✓ If you see or hear another employee being sexually harassed, speak out.
- ✓ Talk to the targeted employee and offer support. Ask them if they would like you to talk to the employer.
- ✓ Even if you are not being harassed personally, recognize that witnessing others being harassed can make the working environment uneasy for everyone. It can create a poisoned work environment.
- ✓ Ask your manager to put up posters that discourage sexual harassment or offer training.
- ✓ Even if you didn't speak out when the harassment was happening, it's not too late. Ask your manager to put up posters that discourage sexual harassment or offer training that includes ways to empower employees to address harassment both directly or indirectly.
- ✓ Refuse to listen to sexist jokes or comments.

This includes the use of microaggressions such as slurs or demeaning language that targets people based on sexual orientation or gender identity.

Share the message

For helpful resources or websites

N.B Human Rights Commission: 1-888-471-2233

Public Legal Education and

Information Service: 1-888-236-2444 or 453-5369

WorkSafe NB: worksafenb.ca

Chimo Helpline: 1-800-667-5005

Egale Canada: egale.ca

Sexual Violence NB: svnb.ca

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