

**WE
HAVE
THE
RIGHT...**



...TO A HARASSMENT-FREE WORKPLACE

What is Harassment?

Harassment includes physical or verbal behaviour that is offensive or humiliating. Harassment may be discrimination when it targets someone's identity. Harassing someone about their race, place of origin, religion, disability, age, sexual orientation, or gender identity, could be discrimination and violate human rights law.

What does Harassment look like?

- A group of co-workers use a racist slur to describe their Indigenous colleague.
- A supervisor makes sexist "jokes" at work, and won't stop when a female colleague asks him to.

What does the law say?

The BC Human Rights Code protects us from discrimination on the basis of our race, place of origin, religion, disability, age, sexual orientation, and gender identity. We are protected from discrimination in our jobs, our tenancies, and in our access to services like stores, transit services, and health care centres. WorkSafe laws also prohibit bullying and harassment.

What can I do?

If you believe you've been a victim of discrimination, you can make a complaint to the BC Human Rights Tribunal. You must file your complaint within one year of the event. There is no cost. The Tribunal might award you compensation for what happened. You might also find a resolution with the help of a Tribunal mediator.

Who can help?

The BC Human Rights Clinic, part of the Community Legal Assistance Society (CLAS), provides free legal help with human rights complaints. Visit their website or call for more information or to book an appointment:

www.bchrc.net
604-622-1100
Toll free: 1-855-685-6222

Artist: Wade Baker, Mintle-da-us, Eagle© - Strength, wisdom and courage, and is a messenger from the Creator