

# CUPE Sexual violence guide

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# Mandate

- From 2017 National Convention
- Resolution 143:

## CUPE National will:

1. Create a toolkit on the topic of sexual violence at work (similar to the domestic violence bargaining toolkit) to include language to bargain on the topic, training on the continuum of sexual violence, general education about the topic; and
2. Create a program to support stewards and union members in their support of others - to ensure that there are critical incident stress responders available especially in the absence of an Employee Assistance Program (EAP); and
3. Develop a resource bystander training for all CUPE members and CUPE staff to create a culture of true respect in our union.

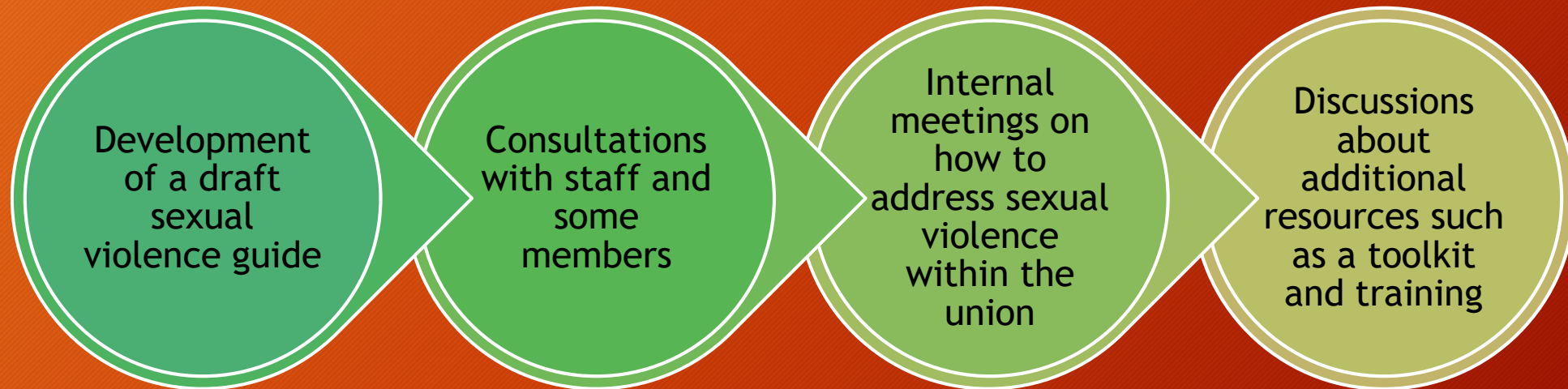
# Why? Because it's 2018?

## Still happening despite:

- Decades of being illegal
- Enormous cost to society and organizations
- Traumatized victims and survivors
- Unhealthy workplaces



# Steps taken



# Sexual violence guide - process



**INTERNAL CUPE REVIEWERS FROM  
HEALTH AND SAFETY, HUMAN  
RIGHTS, EDUCATION, LEGAL AND  
RESEARCH**



**EXTERNAL REVIEWERS WITH  
FRONTLINE, ACADEMIC, ACTIVIST  
AND COMMUNITY EXPERIENCE**



**REVIEW BY THE NATIONAL  
PRESIDENT'S OFFICE AND OTHER  
SENIOR STAFF**

# Sexual violence guide - Audience



**ELECTED LEADERS**



**STEWARDS**



**HEALTH AND  
SAFETY COMMITTEE  
MEMBERS/  
REPRESENTATIVES**



**MEMBERS**



**UNION  
ACTIVISTS**



# Sexual violence - Definition

- **Sexual violence** includes any sexual act targeting a person's sexuality, gender expression or gender identity, whether physical or psychological in nature that is committed, threatened or attempted against a person without the person's consent. **Sexual violence in the workplace** occurs when a worker experiences any forced sexual acts, any forced attempt to obtain sexual acts, and unwanted sexual comments or advances. This includes sexual harassment, which is unwelcome sexual comments, gestures or behaviour.

# Some root causes

Power  
imbalance

Lack of  
diversity

Permissive  
work  
culture



# 3 main sections



## Goals:

- Give accurate information
- Develop your skills to support others
- Provide options for investigations and resolutions
- Maintain privacy and confidentiality
- Promote a harassment and violence-free environment in the union

# Section 1 (a) - Information

- Definitions of key terms
- Statistics
- What is sexual violence at work?
- Who is impacted?

# Section 1 (b) - Information bis...

- Consent 101
- Health and Safety
- Contributing factors
- Barriers to disclosure
- What can local union do?



# Section 1 - What can the local union do?

- Build culture of consent at work
- Hold employer responsible
- Negotiate & enforce collective agreement language and policies (checklist included)
- Appropriate responses and safe and supportive disclosure procedures

# Section 2 - Violence Prevention

- What to do as a witness?
- Employers responsibilities
- Negotiation and enforcement of collective agreement language and a checklist of things to include
- Clear reporting and investigative process
- Provisions for training and additional supports

## Section 3 - Responding to sexual violence in the workplace

- Disclosing VS Reporting
- Responding to disclosures
- Develop your skills to support others
- Options for investigations and resolution
- When mediation should not take place
- Maintain privacy and confidentiality
- Promote a harassment and violence-free environment in the union



# Simple advice for a safer workplace

## Change the power structure

- Employment equity
- More diversity at leadership position
- Redistribution of power
- More accountability

## Make survivors feel safe

- Believe them
- Let them know how to come forward
- Ensure that confidentiality will be maintained
- Prohibition of retribution for speaking up

## Take the issue seriously

- Take visible and firm stand against harassment
- Have a clear definition of sexual harassment
- Make the disciplinary consequences known to everybody
- Enforce those consequences
- Zero tolerance

**What can  
you do?  
CALL IT  
OUT!**

**Because:**

**Harassing  
behaviors are  
normalized**

**Constant  
pattern of  
making excuses**

**Abusers feel  
untouchable**

**Abusers think  
the rules don't  
apply to them**

# Important reminder

Studies show the more than 50% of women have experienced harassment on the job...

- Social patterns **are not** coincidences or accidents
- It's proof of **systemic issues** with the way woman are viewed and treated
- On how it's **deeply seeded** in our culture
- And it can happen anywhere to **anyone**



# Resources and References

- Contact your assigned national staff representative for information on available CUPE educational workshops and training and legal and human rights resources.
- Community organizations
  - [Barbra Schlifer Commemorative Clinic](#)
  - [211](#) - is non-profit agency that connects those living across Canada with information about a range of social services
  - Rape crisis centres/shelters/distress centres

## Other resources - Woman, LGBTQ2S+, Youth, Migrant

- Assaulted Women's Helpline 1-866-863-0511
- Trans\*/LGBTQ2S+ specific supports
  - Trans Lifeline
  - LGBT Youthline
- Canadian Council for Refugees



# Other resources - Indigenous communities

- Indigenous supports - check your area to see what services are available for Indigenous peoples who have experienced violence, which may include Friendship Centres, Indigenous Health Centres, Indigenous-based Shelters and Indigenous specific crisis lines
  - ✓ Talk4Healing
  - ✓ NWAC toolkit “You are not alone”.
  - ✓ Ontario Federation of Indian Friendship Centres toolkit “Taking Care of Each Other’s Spirit”.
  - ✓ National Aboriginal Circle Against Family Violence



# Other resources - Misc.

- Websites

- [Sheltersafe.ca](http://Sheltersafe.ca) is an online resource with a clickable map to assist women and their children who are fleeing violence.
- Make it your business [video series](#)
- [Canadian Women's Foundation](#)
- [Native Women's Association of Canada](#)
- [Native Youth Sexual Health Network](#)
- [Canadian Aids Society list of key transgender support resources](#)
- [Draw the Line](#)

- Government run organizations

- Sexual assault treatment centres in hospitals

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**THANK  
YOU**

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# QUESTIONS?

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