

## END VIOLENCE: Faceless No More



**All incidents of violence in the workplace should be reported to your immediate supervisor.**

**Who is at risk? Most perpetrators of sexual violence are men, and most survivors are women.**

All forms of Workplace Violence can be prevented. Prevention measures for this type of violence include identifying situations where workers may be isolated and ensuring they have a way to summon help in an emergency situation.

### **Sexual violence at work includes:**

- Unwelcome sexual remarks and jokes
- Unwanted advances from a person in a position of power
- Spreading sexual rumours
- Public display of sexual photos, drawings, comics, and graffiti
- Repeated and unwanted invitations to socialize
- Offering benefits in exchange for sex
- Making threats if sexual advances are refused
- Unwanted touches
- Sexual assault and rape
- Stalking

**Please complete our survey on Gender Based Violence in the Workplace:**

<https://bit.ly/3F1WrUC>



**Workplace Violence takes many forms and understanding the types of violence workers may be exposed to is an important first step in preventing it.**

**In some cases, violence in the workplace can come from people who are engaged in criminal activity with no legitimate connection to the workplace. They may be motivated by acquiring valuables kept in the workplace or, in the case of gender-based violence, targeting employees for sexual violence.**

**Employers have an obligation to provide a safe and healthy workplace for all employees and should be identifying situations where employees could become the target of violence. This could include when entering or exiting the workplace, working remotely, or working in the community.**

**When you are under the direction and control of your employer—whether or not you are in your normal physical location—your health and safety rights travel with you.**