

Shatter the Silence Stop the Violence

Identifying LGBTQ2S+ harassment and violence in the workplace

Wrong Pronouns

Using the correct pronouns means respecting a person for who they are and that they are equally deserving of respect and dignity.



Verbal Abuse

Insulting someone by making disparaging remarks based on sexual orientation is an abusive action that creates a hostile work environment for LGBTQ2S+ employees.



Inappropriate Humor

Jokes, humour, and teasing can be used to cover up prejudices and can be looked over. But, it does not make it less discriminate.



Unwanted Physical Interaction

Sexual harassment, including

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unwanted physical interaction, is often used as a way to punish LGBTQ2S+ workers for opposing binary gender roles.

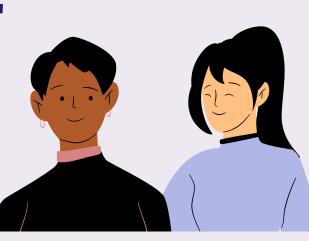
Unfair Treatment

Being fired, harassed, excluded from promotions, treated differently at work by co-workers or supervisors because of gender orientation.



"Act Like a Man/ Act Like a Woman"

Saying that LGBTQ2S+ employees don't behave how a man or a woman should behave is verbal discrimination and a sexist stereotype.



For More Information

Rights about the workplace prideatwork.ca/wpcontent/uploads/2021/10/ Know-Your-Rights.pdf

Transitioning in the workplace prideatwork.ca/wpcontent/uploads/2020/06/ Transitioning-Employers-comp.pdf

Benefits of an LGBTQI2S Employee Resource Group during a time of crisis egale.ca/wp-content/uploads/2020/05/ ERG-Benefits-During-a-Crisis.pdf





Western Centre for Research & Education on Violence Against Women & Children

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