



How to report workplace discrimination.

Everyone should feel safe at work, but hate and discrimination make that impossible, by creating fear and exclusion. We must work together to create safe and supportive workplaces for everyone.

The Canadian Human Rights Commission identifies the following as grounds for discrimination:
Race - Ethnic Origin - Colour - Religion - Age - Sex - Sexual Orientation - Gender Identity or Expression
Marital Status - Family Status - Ability - Genetic Characteristics - Pardoned/Suspended Convictions

Safety is your **RIGHT**, and it's important you know how to report an incident, or what to do if you witness workplace discrimination.

If you experience workplace harassment, racism, or discrimination, remember the 4Rs



Remove

Make sure you are safe. Remove yourself from the situation



Record

Write down the details of the incident. Be as specific as you can. Use the form on the back of this card to help you.



Report

Speak to a supervisor on your production immediately. If you do not feel comfortable speaking to them alone, call the Stewards' Office for extra support.



Representation

You are entitled to representation, every step of the way. Reach out to the Stewards' Office, they are here to help.

Every employee has the right to report unsafe conditions or practices to their employer without fear of reprisal. **You cannot be fired or disciplined** for reporting incidents of hate, harassment, racism or discrimination.

IATSE891 604.298.3450 Senior Steward 604.664.8913

Non-emergency anonymous hotline

QUESTIONS? REDI@IATSE.COM



Incident Reporting Form

It can be difficult to try and remember all the details of an incident after it has happened. This form is designed to help you record the details of an incident right away; to support you in the reporting process, and provide necessary details for an investigation or human rights complaint process. This form is for your own personal records

What happened?

(Include as much detail as you can)

What action was taken at the time?

Where did the incident occur?

What was the date and time of the incident?

Do you know the name or title of the offender?

Were there witnesses to the incident?