

Mapping Her Path

Sexual Harassment - Being an Ally

March 7, 2018

How can you help? 5 steps to get started.

1 Educate Yourself.

Remember It's not about intent it's about impact. Know what sexual harassment is - understand the law, the effects and the ways to help. Try to attend sessions on these topics. Know your workplace policies and procedures about sexual harassment.

2 Educate Others.

Start conversations with others. Share with others what you have learned.

3 Check Yourself.

Evaluate your own language and behaviour.

Ask yourself:

- *Is there a power imbalance in this relationship?*
- *Is it possible that my behaviour could be misinterpreted?*
- *Could this intimidate or belittle the recipient?*

4 Speak Up.

Silence sustains harassment. Refuse to join in and/or register your disapproval.

5 Support.

Offer your presence to victims. Let them know they are heard and believed. And make sure they know about the support resources available to them (e.g. Lawyers Assistance Program). Share support resources you know about. Get involved in efforts to prevent discrimination. E.g. join the equity committee at work.

Additional resources:

Law Society of British Columbia

Equity Ombudsperson email equity@lsbc.org or phone 604.605.5303

Lawyers Assistance Program of BC can be reached at 1.888.685.2171 • 604.685.2171

Canadian Bar Association: *Not Just a Bystander*

<http://www.cba.org/Sections/Women-Lawyers/Resources/Resources/Not-just-a-bystander>