

# 5 THINGS YOU PROBABLY DIDN'T KNOW ABOUT

## WORKPLACE SEXUAL HARASSMENT

1

**Normalizing workplace talk about sexual harassment can actually help prevent it.**

Spotting and naming healthy (and unhealthy) workplace interactions can normalize celebrating the great stuff and calling out what isn't. This way, everyone participates in creating and maintaining the workplace's cultural tone. *Read similar stuff in this [HBR article](#).*

2

**Deliberately misgendering someone constitutes workplace harassment.**

Using people's pronouns matters, and Alberta's occupational health and safety legislation mandates this. *Review the [OHS info](#).*

3

**The connection between sexist jokes, laughing along, and doing harm might be different than you think.**

We often don't know which men hurt women because they don't do it in front of us. Men who would never hurt women but laugh at sexist jokes might be laughing along with, unintentionally supporting, and unwittingly positioning themselves as men who do. *See this [powerful column](#) for more.*

4

**An apology goes a long way.**

Research suggests that less negative outcomes are experienced by perpetrators and victims of harassment when those accused of perpetrating it apologize instead of avoid or deny it. *For more, listen to this [UCalgary researcher](#).*

5

**Formal action isn't required to learn more about what options are available to people.**

Not sure what counts as harassment and/or what to do about it? Confidentially consult with the great folks at the **Sexual and Gender-Based Violence Prevention and Support Office**. Or, check out [www.hereforhelp.ca](http://www.hereforhelp.ca), a self-guided website full of helpful and informative resources, as well as people and places to contact too. *Explore other campus resources ([here](#) and [here](#)), provincial material ([here](#) and [here](#)), and from groups that span the country ([here](#) and [here](#)).*

Check out this fantastic series, [#ThatsHarassment](#), on [YouTube](#)