



# 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 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/wp-content/uploads/2021/10/Know-Your-Rights.pdf](https://prideatwork.ca/wp-content/uploads/2021/10/Know-Your-Rights.pdf)

**Transitioning in the workplace**  
[prideatwork.ca/wp-content/uploads/2020/06/Transitioning-Employers-comp.pdf](https://prideatwork.ca/wp-content/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](https://egale.ca/wp-content/uploads/2020/05/ERG-Benefits-During-a-Crisis.pdf)