CANADIAN LABOUR CONGRESS

BUILDING CONSENT CULTURE IN YOUR UNION

Consent culture in my union:

looks like ….

sounds like…

feels like…

Our union needs to work on...

Useful Definitions

Consent is a voluntary agreement. It is an active and informed process, without the influence of coercion or impairment. Consent can never be assumed and is always required. Consent is the responsibility of the initiator. Consent is ongoing, meaning it can be given and taken away at any time.[1]

In a **culture of consent**, the fact that consent is mandatory is normalized, respected and valued in society. It is an expression of values and attitudes that respects bodily autonomy and understands that each person is always the best judge of their own wants and needs.

Sexual Harassment is a variety of unwanted sexualized acts that create an intimidating, humiliating or hostile environment. These acts threaten a person or group's personal boundaries, physical choices, and/or emotional well-being. Sexual harassment is many things and can include cat calling, sexually suggestive noises or motions, jokes about sex, stalking, spreading rumours, etc.[2]

Domestic Violence (DV) is a pattern of behaviour used by one person to gain power and control over another with whom they have or have had an intimate relationship. It can include physical, emotional, sexual, financial, psychological and/or spiritual abuse as well as stalking or harassment. It exists in same-sex and opposite sex relationships and may be between people who are married, divorced, common law, separated or dating.[3]

Union Resources

CLC Domestic Violence at Work Resource Center

CLC #DoneWaiting Campaign

External Resources

Draw The Line – Ontario Anti-Sexual Violence Campaign

#ConsentComesFirst – Ryerson University

5 D's of Bystander Intervention – HollaBack!

[1] https://www.ryerson.ca/sexual-violence/
[2] https://www.antiviolenceproject.org/info/glossary/
[3] http://canadianlabour.ca/issues-research/domestic-violence-work