

Workplace Sexual Harassment Disclosures:

When someone who has gone through workplace sexual harassment shares any information about that experience with another person – whether that be their work friend, coworker, manager, or other workplace support person – casually or officially.



Make it Feel Safer for your Coworkers to Disclose

1. Build awareness, understanding, and empathy.
2. Show up, advocate and amplify voices with lived experience.

For example:

- Infuse more voices with sexual harassment lived experience into your media intake
- Face and learn from your mistakes
- Research and participate in important days (of remembrance or awareness, festivals, marches, etc.) inside and outside of work
- Participate in harassment-centered workplace committees/consults/trainings/professional development
- Practice bystander interventions and Consent at Work



Best Respond to Disclosures by Being B.R.A.V.E.

Begin by Listening. Be present and actively listen without judgement. Honour potential for their healing and rebuilding.

Respect Confidentiality. Remember this disclosure belongs to them. Honour your powerful solidarity and trust building.

Ask What Help Looks Like. Focus on being a caring ear with resources. Honour their autonomy by respecting their choice and control.

Believe Them. Affirm that it is never their fault. Honour their feelings and truth as proof enough.

Empathize. Empathy is to feel with another; and that connection is the true antidote to shame. Honour their trials by sharing in the burden.

“Imposed silence about any area of our lives is a tool for separation and powerlessness.”

— Audre Lorde