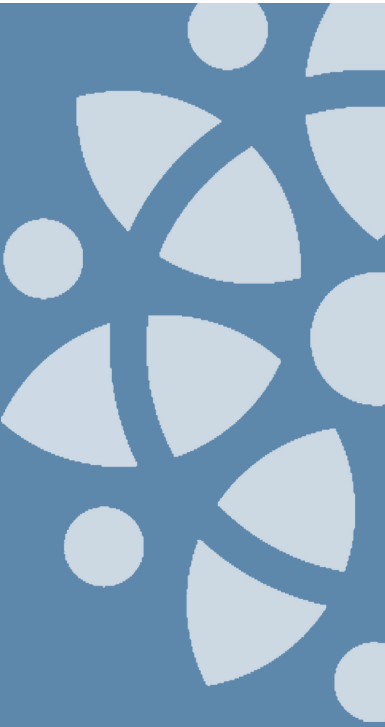




# What To Do When You Witness **Discrimination**

## Identify immediate needs

Listen to the person who has experienced discrimination. Respond if they request help.



## Document or record

Help save emails and documents that are relevant. Write down as much detail as you can remember.



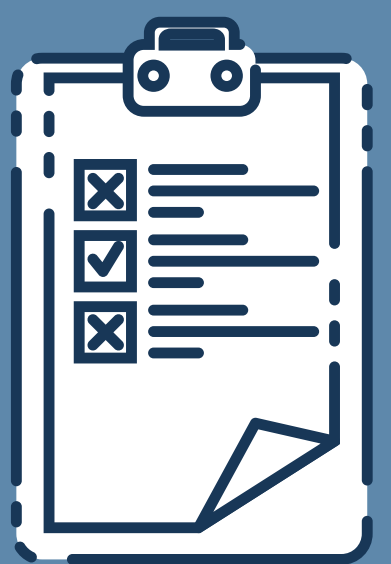
## Find policies and protections

Look for policies that your organization has put in place to protect employees from discrimination or harassment.



## Report internally

If asked, help them with filing a complaint internally to their workplace.



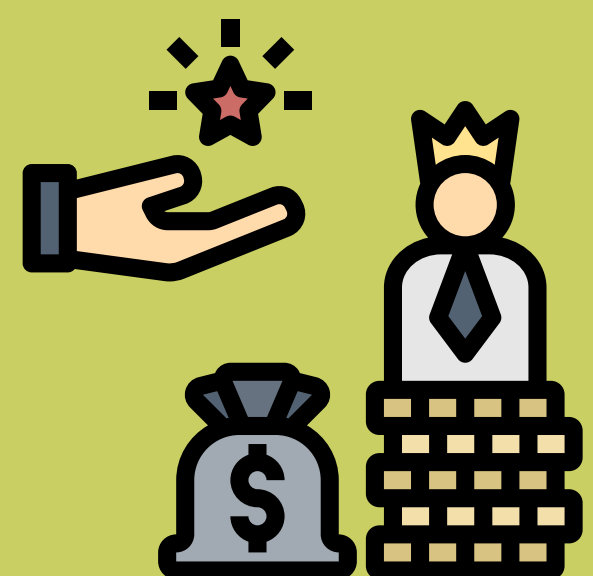
## Report externally

If asked, help them with filing a complaint to their union, or to a human rights commission.



## Use your privilege

If you have relative privilege, use it wisely to address problematic behaviour around you.



## Connect

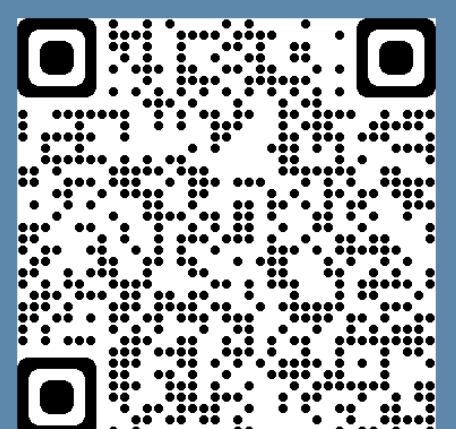
Witnessing discrimination can be upsetting. Reach out to your community. It can be a valuable resource for healing.



## Find more information

QR Scan Here

To find crisis lines, local resources, legal definitions and more, go to the [Community Response Protocol Against Racism and Hate](#).



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