

Let's Get United!

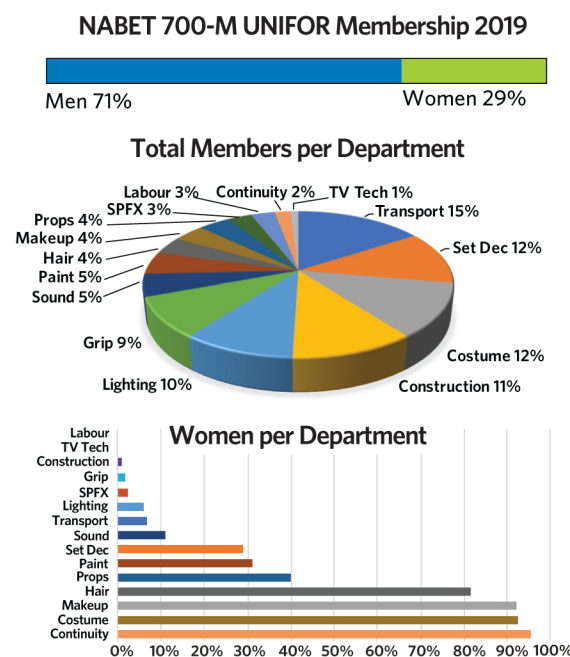


Women's Representative

NABET 700-M UNIFOR secured an on-set Women's Representative position that is now a part of the Collective Agreement where they will work parallel to the Crew and Health & Safety Reps.

Any Member who identifies as female or non-binary and would like to become a Women's Representative must complete the required training through the Union before they fill the position. The Women's Representative is an additional avenue through which Members can report concerns of workplace harassment and/or violence. This individual is a resource for NABET 700-M UNIFOR technicians engaged by production; they do not take on the role of counsellor or investigator, and they are to remain unbiased throughout the process.

The Women's Representative role facilitates the initial intake process, provides support and information, and acts as a conduit for those coming forward to report incidents of workplace harassment or violence to the Production and the Union.



What Is Harassment?

Harassment is an unwanted action. What constitutes harassment depends on the person experiencing it. It may be an overheard comment, an unwanted hug, a specific joke, or something more subtle. It doesn't have to be directed at the person hearing it, and it doesn't have to be meant unkindly.

What Can I Do About Harassment?

Be an active Ally:

- If you see something, *say something!* Even if the person it is directed to is not present
- Call out the person(s) participating in this behaviour, "Not Cool!"
- Listen to and **believe** the person experiencing it
- Change your thinking! Hire diversely! Change the Industry!

Outreach & Education

NABET 700-M UNIFOR is committed to creating work opportunities and pathways to membership for women in non-traditional roles and people from diverse backgrounds. We welcome ideas on ways to continue building relationships and opportunities for diverse communities, and to inform them of career paths in the film industry.

Please consider taking an Apprentice or Co-op student in your department today! You can contact the office or visit our website for more information.

All female identifying Members are welcome to join the NABET 700-M UNIFOR Women's Committee!



Photo taken at the first Women's Representative training course - July 14, 2019

How Do I Report Harassment?

There are a variety of avenues to report harassment.

You can:

- Speak to the NABET 700-M UNIFOR office
- Speak to the Head of your Department (or another)
- Speak to the Women's Representative (regardless of your gender identity)
- Speak to Production

ADDITIONAL RESOURCES:

Employee Assistance Program

(Lifeworks: included in the NABET 700-M UNIFOR benefits plan) 1-877-207-8833

If you are not covered under the benefits plan, please call the office.

AFC

416-975-0304 (Toronto)
1-877-399-8392 (Toll-Free)

The Assaulted Women's Hotline

416-863-0511 (Toronto)
1-866-863-0511 (Toll-Free)

Make yourself aware of the **Industry Code of Conduct** under the "About Us" menu at www.nabet700.com



Ontario Ministry of Labour Harassment Info for Workers



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