

Many North Shore employers may be wondering how to support employees, customers and clients who have been impacted by racism or discrimination.

Here are a few suggestions and resources that may be helpful over the short and longer-term:

WORKSAFE BC | [worksafebc.com/en/health-safety/hazards-exposures/bullying-harassment](https://www.worksafebc.com/en/health-safety/hazards-exposures/bullying-harassment)

- WorkSafeBC has developed a bullying and harassment resource tool kit to help employers and workers understand their responsibilities in preventing and addressing bullying and harassment in the workplace, including incidents of racism.
- The toolkit includes fact sheets for employers, supervisors and workers as well as guidelines on developing policies, reporting and investigation procedures.

HATE CRIME BC | hatecrimebc.ca

- **Report a hate crime.** Call 9-1-1 to report.
- When reporting an incident, state that you are reporting a hate crime.
- Report emergencies such as attacks, assaults and threats.
- Report non-emergency crimes such as graffiti, vandalism and hate propaganda.
- The operator will connect you to the appropriate detachment to handle the situation.

ISLAMOPHOBIA LEGAL ASSISTANCE HOTLINE | islamophobiaonline.ca

- Call 604-343-3828 or 1-866-730-0728
- Free confidential legal advice for anyone who feels that they have been discriminated against, harassed, or faced violence because they are Muslim or are perceived to be Muslim.
- The hotline provides free and confidential legal advice on immigration, employment and human rights law in several languages.

IMMIGRANT EMPLOYMENT COUNCIL OF BC | iecbc.ca

- Provides BC employers with solutions, tools and resources they need to attract, hire and retain qualified immigrant talent.
- Website includes information and advice on creating welcoming workplaces
- Check out BCRefugeesJobConnect.ca, a new online service that matches employers with job-ready refugees in BC

DIVERSITY TRAINER INVENTORY | nsiip.ca/immigrant-settlement-and-integration-resources/

- On-line list of diversity trainers maintained by the North Shore Immigrant Inclusion Partnership.
- Features a wide range of trainers and consultancy services, from basic cross cultural communication and diversity training to more long-term change management coaching services.

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