

Many North Shore employers have questions about how to support employees, customers and clients who have been impacted by racism or discrimination. Most of these resources allow for anonymous tips, however please note that details may be required to support investigations.

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

CRIMESTOPPERS | solvecrime.ca

- Call 9-1-1 in emergencies or if a crime is in progress, or fill out an online tip form.
- If you are a victim of a crime, you MUST fill out an official police report instead of a tip form.
- Metro Vancouver Crime Stoppers is a non-profit society and registered charity that receives anonymous tip information about criminal activity and provides it to investigators in Metro Vancouver communities.

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.

HATE CRIME BC | hatecrimebc.ca

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

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, an online service that matches employers with job-ready refugees in BC.

ISLAMOPHOBIA LEGAL ASSISTANT HOTLINE | islamophobiaonline.ca

- Call (604)-343-3828 or (1-866)-730-0728 for free, confidential legal advice for anyone who feels that they have been discriminated against because they are Muslim or are perceived to be Muslim. Advice offered in several languages.

VICTIMLINKBC | gov.bc.ca/gov/content/justice/criminal-justice/victims-of-crime/victimlinkbc

- Call (1-800)-563-0808 for a toll-free, confidential, multilingual telephone service across B.C. and the Yukon 24 hours a day, 7 days a week.
- Provides information and referral services to all victims of crime and immediate crisis support to victims of family and sexual violence, including victims of human trafficking exploited for labour or sexual services.

WORKSAFE BC | worksafebc.com/en/health-safety/hazards-exposures/bullying-harassment

- Has a resource toolkit to assist employers and workers understand their responsibilities in preventing and addressing bullying and harassment in the workplace.
- The toolkit includes fact sheets for employers, supervisors and workers, as well as guidelines on developing policies and investigation procedures.

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