



Use this guide during weekly team briefings and “toolbox talks” to create intentional space for discussion, reflection, and action on workplace inclusion and safety.

OBJECTIVE: Treat harassment and identity-based jokes as safety hazards that affect work.

MATERIALS: Anti-harassment policy and other relevant company policies.

OPENING (30–45 SEC)

“Safety isn’t just about PPE and permits. If people don’t feel safe speaking up because of jokes or disrespect based on their gender identity or sexual orientation, we miss hazards. Psychological safety is part of safety here.”

KEY POINTS (2–3 MIN)

- When identity-based comments or jokes show up (e.g., about being trans, nonbinary, queer), they create an unsafe environment and silence hazard reporting. At the very least, they can impact one or more people’s ability to focus and do the job safely.
- We use quick, respectful interruptions (“Let’s keep it professional—safety first.”). Visible allyship means supervisors and peers step in, not look away.
- Our policy applies in the truck, lunchroom, camp, and on the line. Supervisors act immediately on violations.

2-MINUTE SCENARIO (READ & DISCUSS)

Someone makes a pronoun “joke” during the pre-job safety huddle. A trans coworker who just noticed a real hazard (a frayed lifting sling) now feels it’s not safe to speak up, so they stay quiet.

ASK:

1. What is wrong here?
2. Why do discriminatory jokes make people hesitate to speak up when there is a safety concern?
3. What if that hesitation and the lack of information cost you your life? Don’t you want to have all the right information before starting a task?
4. What should get reported, and to whom?

ACTION TO TAKE (1–2 MIN)

- Use our anonymous option if you don’t feel safe raising it directly (QR / phone call). It’s there for harassment and discrimination.
- If you witness it, you own it: interrupt and report. Supervisors must document and act.

CLOSING (30 SEC) “Everyone deserves to be respected and have their concerns heard and addressed. We all rely on each other for our safety.”



Use this guide during weekly team briefings and “toolbox talks” to help facilitate conversations about inclusive washroom facilities and workplace equity.

OBJECTIVE: Make sure site facilities (e.g., washrooms) are clean, inclusive, and keep everyone safe.

MATERIALS: Site map, showing, for example, the location of gender-neutral/accessible washroom(s).

OPENING (30–45 SEC)

Everyone needs a private, secure place to use the washroom. If anyone can't access that, it becomes a safety distraction and a dignity issue. Our standard: everyone has the right to use the washroom/changeroom. Everyone has the right to privacy and security.

KEY POINTS (2–3 MIN)

- Where are the gender-neutral and accessible options on site? Point them out on the map
- If a facility is locked, out of order, poorly signed, or lacks privacy, flag it as a safety issue. Supervisors need to act promptly and escalate the issue if necessary.
- If you're not comfortable raising it in person, use the anonymous option (suggestion box / QR code / phone call).

2-MINUTE SCENARIO (READ & DISCUSS)

Confronted with only a “Men’s” washroom, a trans worker suppresses their needs. Over time, this repeated avoidance and hypervigilance lead to chronic stress and the erosion of trust, preventing them from full participation in safety huddles, hazard reporting, and decision-making. There is also a known health risk to delaying biological functions. Without access to an inclusive washroom, the worker risks illness, harassment, and physical injury from having to avoid or rush to facilities.

ASK:

1. If this access barrier persists over months, how will it affect the worker's stress level, willingness to speak up, and participation in hazard reporting?
2. What risks might stay hidden? What ongoing practices and checks will keep this solved?

ACTION TO TAKE (1–2 MIN)

- Name a local champion for the site to verify washroom signage, access, quality, and privacy. Report to the site manager weekly.
- If facilities can't meet the standard, document it via our reporting channels. Site manager responds on the same day.

CLOSING (30 SEC) “Inclusive facilities and clear reporting keep us focused on the job. If something's off, it's a safety item. Raise it.”