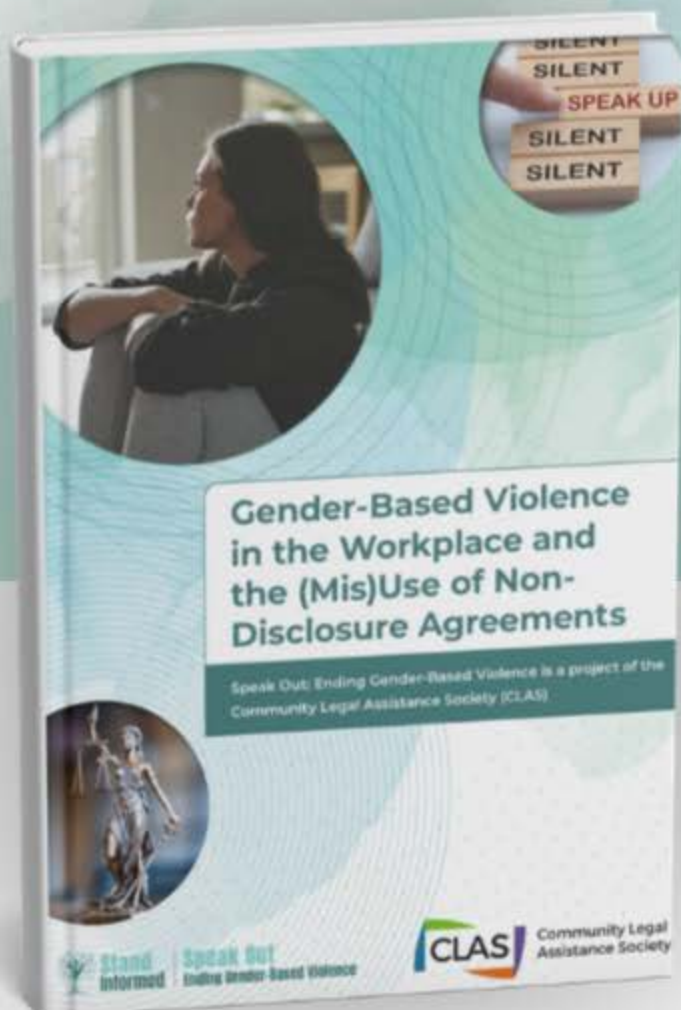


SPEAK OUT REPORT

On gender-based
violence in
workplaces and
non-disclosure
agreements



“The organization chose to silence all the survivors with NDAs and protect the perpetrator. They adopted policies that complied with the law, but did not follow them, and WorkSafeBC has no power beyond requiring that the policies exist.”

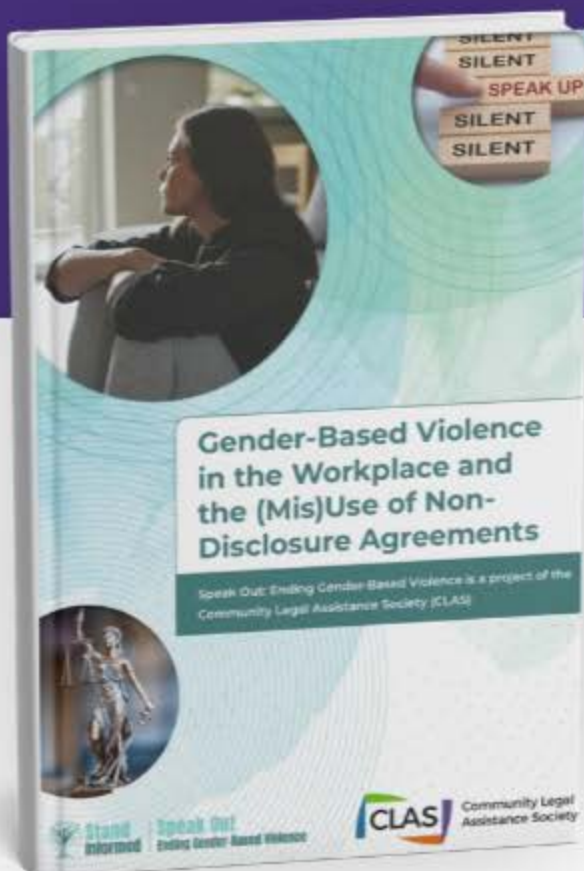
– Survey Respondent

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our website:
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SPEAK OUT REPORT

On gender-based violence in
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non-disclosure agreements

“Employers need to act quickly using trauma-informed communications and questioning, let the complainant know ‘We hear you, we are getting an investigator, what do you need to feel safe?’ ”



- Legal Investigator Respondent

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**“NDAs typically benefit the party in a position of
power, causing further harm to people
who agree to them, particularly in GBV and
discrimination situations.”**

– Survey Respondent



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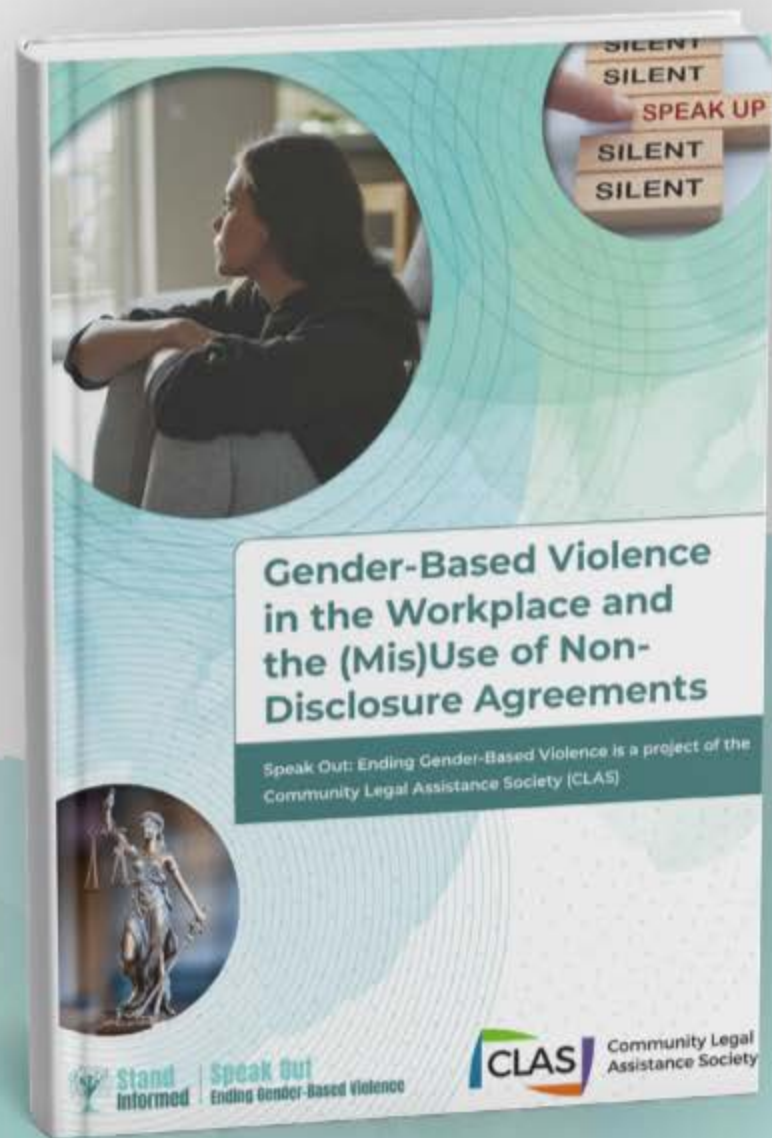
“Every organization has written policies, but there is often no enforcement. Those who report mistreatment are frequently fired. Management may initiate bullying, subject the target to excessive monitoring and micromanagement, and ultimately force them out of the workplace”

- Survey Respondent

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“Counsel should be alive to the misuses of NDAs/confidentiality clauses, and should always be prepared to advocate on behalf of the survivor/victim.”
– Lawyer Survey Respondent

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“Overall, they (NDAs)
are harmful to
victims. They allow
people to buy their
way out
of violating human
rights.”

– Survey Respondent

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“There is a need for clearer regulatory limits on the scope and enforceability of NDAs, especially in cases involving human rights and criminal conduct.”

– Survey Respondent

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“The issue of retaliation was a common experience among respondents who had submitted a complaint, despite policies stating otherwise. They reported common experiences of career stagnation, loss of opportunities, hostility, and isolation.”

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