



November 25, 2011

Dear Sisters & Brothers,

On December 6, 1989, 14 women were murdered at l'École Polytechnique de Montréal. They died because they were women. Now, more than 20 years later, we honour these victims and their families and remind ourselves that we must continue to stand up in protest of violence against women and take action to eliminate it from our society.

Even the smallest actions by an individual in their workplace can make a difference. You can make a difference by speaking out against bullying, harassment and discrimination of any kind. Learn about other actions you can take to help end violence against women on the attached *14 Actions* handout, prepared by the Canadian Labour Congress.

Your PSAC Prairies Regional Women's Committees are committed to protecting the mothers, daughters, grandmothers and sisters across Canada and around the world that have been affected by violence. Together, we can plan for the future and recommit ourselves, and our communities, to putting an end to all forms of violence.

In Solidarity,

Handwritten signature of Gina Albert in black ink.

Gina Albert, Calgary RWC Chair

Handwritten signature of Darlene Lewis in black ink.

Darlene Lewis, Edmonton RWC Chair

Handwritten signature of Denni Nelson in black ink.

Denni Nelson, Prince Albert RWC Co-Chair

Handwritten signature of Tracy Burton in black ink.

Tracy Burton, Prince Albert RWC Co-Chair

Handwritten signature of Connie Gress in black ink.

Connie Gress, Regina RWC Chair

Handwritten signature of Vimbai Dune in black ink.

Vimbai Dune, Winnipeg RWC Chair

Handwritten signature of Nancy Johnson in black ink.

Nancy Johnson, Saskatoon RWC Chair & RWC PRC Rep

Handwritten signature of Robyn Benson in black ink.

Robyn Benson, Regional Executive Vice-President, Prairies

**December 6 is the National Day of Remembrance and Action on Violence against Women. On this day we remember and mourn the loss of 14 women, murdered at Montréal's École Polytechnique, murdered because they were women.**

Here are **14** actions you can take to help end violence against women:

- 1** Learn to recognize the signs of violence.
- 2** Don't remain silent. If you suspect that a woman close to you is being abused or has been sexually assaulted, gently ask if you can help.
- 3** Speak out against harassment, bullying and violence in your workplace.
- 4** Get training in violence prevention.
- 5** Be an ally to women and organizations who are working to end all forms of gender violence.

#### **Work with your union to:**

- 6** Make sure your employer keeps information on shelters and supports for women experiencing violence readily available.
- 7** Negotiate a workplace violence prevention program which includes psychological harassment into your collective agreement.
- 8** Review your workplace violence program every December 6th.
- 9** If you live in a jurisdiction with Workplace Violence legislation, make sure your employer is in compliance. If you don't, advocate for legislation requiring employers to develop policies and programs to help prevent workplace violence and harassment, as well as take precautions to protect workers from domestic violence in the workplace.

#### **Have the courage to look inward and work to:**

- 10** Question your own attitudes and actions and work towards changing them.
- 11** Recognize and speak out against racism, homophobia and other forms of discrimination.
- 12** Raise non-violent children. Help them find non-violent ways of resolving conflict. Lead by example.
- 13** Help the girls in your life develop confidence and strong self-esteem.
- 14** Encourage people who commit violence to seek counselling and support.