



## YOUR CUPE BC PINK TRIANGLE COMMITTEE

**Sitting (l-r):** Rolanda Lavallee, Quinn Storm, Michael Forrester, Cheryl Colborne (staff advisor, Human Rights rep). **Standing (l-r):** Joyce Griffiths, Richard Silva, Kathy McMahon (Diversity Vice-President), Nazanin Moghadami, Melissa Chambers, Michelle Stephen, Craig Pavelich. Missing: Harry Young, Dean Coates (Alternate Diversity Vice-President)



For more information, plus contacts and links to relevant websites, visit the Pink Triangle Committee page at [cupe.bc.ca](http://cupe.bc.ca). (Go to "Committees" under the main menu.)

# GET POLITICALLY INVOLVED!

IN THE UNION, THIS MEANS GETTING INVOLVED IN EQUITY COMMITTEES AND CAMPAIGNS.

IN THE WORKPLACE, THIS MEANS LEARNING ABOUT AND DISTRIBUTING INFORMATION ON LGBTQ2+ ISSUES, OR ESTABLISHING A GAY-STRAIGHT ALLIANCE TO CREATE SUPPORT.

IN THE COMMUNITY, THIS MEANS USING SOCIAL MEDIA TO SHARE INFORMATION AND CONTACTING YOUR ELECTED OFFICIALS ABOUT VARIOUS LGBTQ2+ ISSUES—AND ADVANCING THOSE ISSUES AT EVERY OPPORTUNITY.

BE A VOICE IN YOUR COMMUNITY!

**SHARE THIS INFORMATION!**



**CUPEBC**   
PINK TRIANGLE COMMITTEE

# WE ALL HAVE THE RIGHT TO BE OURSELVES.

SOMETIMES, WE HAVE TO FIGHT FOR THAT RIGHT.



# DID YOU KNOW?

- Many of your friends, family and coworkers may identify as lesbian, gay, transgender, two-spirited, transsexual, questioning and intersex (LGBTQ2+).
- CUPE BC and CUPE National educate, support, promote and protect the human rights of all members, including those who identify as LGBTQ2+.
- This support is guided by the National Pink Triangle Committee, and the CUPE BC Pink Triangle Committee.
- CUPE BC has provided this support by:
  - > Creating awareness-raising courses and materials
  - > Holding a B.C. Pink Triangle conference and a provincial human rights conference with a significant LGBTQ2+ component
  - > Offering financial and political support for annual pride parades, CUPE National's HIV/AIDS project, and the production of various educational materials.

# HUMAN RIGHTS

CUPE works, through political action, to create a safe work and home environment for ALL people.

- Workers in B.C. who identify as LGBTQ2+ have the right, under provincial and federal human rights legislation, to be free from discrimination based on sexual orientation or sexual expression in the workplace. This means that an employer cannot make an employment decision taking your sexual orientation or expression into account. This also includes the right to be free from all forms of workplace harassment or bullying.
- A victim of discrimination or harassment has the right to file a complaint with the Human Rights Tribunal or through the regular grievance process, and to have the assistance of Union staff in doing so. You may file such a complaint whether you are the target of the harassment or merely a witness to it.
- A worker has the right to be actively involved in a Union and participate in a safe environment free from any form of discrimination or harassment.



## YOU ARE PART OF THE LARGEST PUBLIC SECTOR UNION IN CANADA –

- Contact a member of the Pink Triangle Committee, who can assist you in learning about your union and how you can make a difference.
- Learn more about your union and how your Local meetings work, so that you will feel comfortable in advocating LGBTQ2+ issues.
- Visit [cupe.bc.ca](http://cupe.bc.ca) and contact your Local executive to find out how to attend courses on raising awareness of LGBTQ2+ issues, human rights courses, etc.
- Get your Local and/or District Council to support your application to join the Pink Triangle Committee.
- Become a member facilitator so that you can facilitate union education courses on LGBTQ2+ issues.
- Participate with your CUPE brothers and sisters in union and community Pride events.
- **SPEAK OUT!** Don't let your silence condone harassment and discrimination.