



Navigating Toxic Work and School Environments Legal Definitions Questionnaire

Please use this as a guide to research your local jurisdiction regarding harassment and discrimination protections. Use the situations you listed in your reflection from Chapter 2 on your own experiences to understand how these laws may either protect or not protect you in the different scenarios.

Where is your area of jurisdiction?

1. Country:
2. State/Region/Province/etc.:
3. City:
4. Organization(s), Institution(s), or Employer(s):

Each of these 4 locations above have their own legislation on harassment and discrimination protections. Some legislation may differ between locations, so it is important to stay up to date on the specific legislation that protects you.

Fill out the following for each law that applies to you:

1. Title of Law
 - a. Description of Law
 - b. Definitions of harassment and discrimination
 - c. Who is protected under the law?
 - d. What information and actions are necessary to pursue legal action?
 - e. What is the time-frame in which you need to report the harassment?
 - f. Links to more Information

Note:

- Sexual harassment legislation is often separate from harassment. Be sure to research both types of harassment so that you can understand the differences.
- Local law offices, human resources, and/or campus offices like an Office of Equal Opportunity and Diversity (or similarly named) are great resources that can help you learn about your local legislation.
- If you do your research online, be sure to use credible and up-to-date sources! All legislation is published and available online for free. It is, after all, your right to know your protections.



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Based on the information on your legal protections, answer the following:

- From your reflection in Chapter 2 on previous experiences with harassment, bias, and discrimination, which laws apply to protect you from each situation?
- Are there any situations that you now realize are classified as illegal incidents involving harassment, bias, or discrimination?
- Are there any difficult workplace situations that you have experienced that are not protected under your local legislation?

Now that you know your legal protections and how to find more information regarding them, do you feel more empowered? Remember, these laws are in place to protect YOU so that you can thrive in your career. They are your friend and supporter!

Keep this information you found in an accessible location in case you ever need a quick guide to determine whether or not someone's actions toward you or another person are illegal. It will save you time and energy if you ever need this information.