

SPEAK UP

Against worksite harassment, bullying, hazing, and discrimination.



PORT OF SEATTLE'S ACCEPTABLE WORKSITE REQUIREMENTS

- Encourages inclusive, productive, and safe behaviors and procedures
- Focuses on positive relationships between all on-site
- Free from bullying, hazing, harassment, and discrimination



PRACTICE A CULTURE OF CARE

Be Ready

Be courageous and speak up. Open-ended questions are often a good first response. "Why would you say that?" "How did you develop that belief?"

Identify the Behavior

Pointing out the racist behavior can help someone hear what they are really saying. "You're classifying an entire ethnicity in a derogatory way. Is that what I hear you saying?"

Appeal to Principles

What someone says in the moment is not necessarily an indication of everything they think. "I've thought of you as a fair-minded person. It shocks me to hear you say something bigoted."

Set Limits

Draw firm lines about what you will tolerate. "Don't tell racist or sexist jokes in my presence anymore."

Find an Ally/Be an Ally

Find inspiration in others who are allies. If you aren't the first voice to speak up against everyday bigotry, be the next voice.

Be Vigilant

Change happens slowly. People make small steps, typically not large ones.



SEE SOMETHING, SAY SOMETHING

- Talk to your supervisor, superintendent, project manager, trade union representative or human resources department.
- Retaliation against anyone making a report is prohibited.