



## **Harassment/Discrimination Resources**

As part of our new initiative to effectively support the health and safety of visual effects practitioners worldwide, VES is providing this initial Resource Guide as a complement to the Code of Conduct and a benefit to our membership. This guide denotes employment, legal and counseling resources available globally and in regions worldwide. It will continue to grow as Sections update information about resources and services in their local markets. An Appendix is included at the end of this document, which includes additional resources for employers and employees.

Please note that VES is neither affiliated nor associated with any of the resources provided. As a result, we cannot vouch for nor endorse any services offered and cannot guarantee any outcomes.

### **Global Organizations**

**Women In Film** - Sexual Harassment helpline refers victims of harassment to designated mental health counselors, law enforcement professionals and civil and criminal lawyers and litigators.

<https://womeninfilm.org/sexual-harassment-help-line-resources/>

**Amnesty International** <https://www.amnesty.org/en/>

Amnesty International is a global movement of more than 7 million people in over 150 countries and territories who campaign to end abuses of human rights.

**Hollaback!** is a global, people-powered movement to end harassment. Visit their site for a listing of the more than 60 Hollaback chapters around the world - <https://www.ihollaback.org/>

**Human Rights Watch** <https://www.hrw.org/>

Supporting Human Rights around the world.

**Mobility International USA** <http://www.miusa.org/>

Advancing disability rights and leadership globally.

### **Global Online/Cyber Harassment Resources**

**Take Back the Tech!** – provides information on online violence, rights violations, survivor strategies, self-care, digital safety toolkits and victim assistance for technology-related violence.

<https://www.takebackthetech.net/>

**Technical Safety Guide** <https://iheartmob.org/resources/tech>

**Social Media Safety Guides** – unique guides for Twitter, Facebook, Tumblr, Reddit and YouTube  
[https://iheartmob.org/resources/safety\\_guides](https://iheartmob.org/resources/safety_guides)

**Internet Rights Guide** <https://iheartmob.org/resources/rights>

## **Regional Resources and Services**

### **Australia**

**#MeToo ReachOut Australia** – online mental health resources and sexual harassment support -  
<https://au.reachout.com/tough-times/me-too>

**Australian Human Rights Commission** – site to make a complaint about workplace harassment or discrimination. 1-300-656-419 or <https://www.humanrights.gov.au/>

**Fair Work Ombudsman** – resource on workplace rights, provides assistance on disputes  
<https://www.fairwork.gov.au/>

**Lifeline** – national charity providing all Australians experiencing a personal crisis with access to 24 hour crisis support and suicide prevention services. 13-11-14 or <https://www.lifeline.org.au/>

**1800RESPECT** – the national service for people experiencing or at risk of experiencing sexual assault, domestic or family violence. 1-800-737-732 (available 24/7) or <https://www.1800respect.org.au/>

### **France**

*Pending resources*

### **Germany**

**Gewalt Gegen Frauen hotline** is the official 24/7 hotline overseen by the German Federal Office for Family, Senior, Women's and Youth Affairs include sexual harassment, violence and intimidation. 08000 116 016 or <https://www.hilfetelefon.de/en.html>

The **bff** incorporates more than 160 women's counseling centres and rape crisis centres in Germany. It includes a searchable website of local support services. <https://www.frauen-gegen-gewalt.de/en/>

### **India**

### **Jagora Helpline**

26692700 or [helpline@jagori.org](mailto:helpline@jagori.org)

### **Safe Delhi Campaign**

[http://www.safedelhi.in/safe\\_delhi\\_campaign.html](http://www.safedelhi.in/safe_delhi_campaign.html)

**#ZeroTolerance** campaign serves to speak to every citizen: man and woman alike, to create awareness about violence against women that can lead to action. It is a collaborative campaign by Sayfty and The Red Elephant Foundation (REF).

<http://sayfty.com/educate/zerotolerance/>

## **London**

**Victim Support UK** – free and confidential support 24/7 for people affected by crime and traumatic events, including information and counseling, advocacy and help navigating the justice system.

<https://www.victimsupport.org.uk/help-and-support>

### **Sexual Assault Center of London**

24/7 Crisis & Support Line: 519.642.3000

<http://www.sacl.ca/resources/sexual-harassment/>

## **Montreal**

**The Help and Information Center on Sexual Harassment in the Workplace** - support individuals who have been subjected to sexual and/or psychological harassment at work, providing counseling, education, support groups and guidance on filing complaints. 514-526-0789 or

<https://www.gaihst.qc.ca/>

**The Order of Psychologist of Quebec** – online tool to find a therapist/psychologist by poste code and type of issue. <https://www.ordrepsy.qc.ca/trouver-de-aide>

### **Montreal Sexual Assault Center**

<http://cvasm.org/en/> Helpline open 24/7 in English/French 1(888) 933-9007

## **New Zealand**

**Employee Assistance Program** (employer must be a member) – provides counseling, training, career advice and human resources support

24/7 support +64 9 3530906

<https://www.eapservices.co.nz/services/employee-assistance-programme/>

**Employment New Zealand** – harassment and discrimination law

<https://www.employment.govt.nz/resolving-problems/types-of-problems/bullying-harassment-and-discrimination/>

**Lifeline** – 24-hour counseling  
Free Phone: 0800 543 354

**New Zealand Government** – guidance for workplace disputes, complaints resolution  
<https://www.govt.nz/browse/work/workers-rights/your-options-when-you-have-a-problem-at-work/>

**WorkSafe New Zealand** – bullying prevention toolbox  
<https://worksafe.govt.nz/the-toolshed/tools/bullying-prevention-toolbox/>

## Toronto

**Human Rights Tribunal of Ontario** – to report a complaint about workplace discrimination  
(416) 326-1312 or [www.hrto.ca](http://www.hrto.ca)

**Human Rights Legal Support Centre**  
<http://www.hrlsc.on.ca/en/home>

**Law Society of Upper Canada Referral Service**  
1-855-947-5255 or 416-947-5255 (within the GTA) or <http://www.lsuc.on.ca/lrs/>

**The Assaulted Women's Hotline** - 24-hour phone line that provides counseling, emotional support, information and referrals to women who have experienced any type of abuse.  
(866) 863-0511 or <http://www.awhl.org/contact-us>

## United States

**Time's Up Now** - TIME'S UP Legal Defense Fund will help defray legal and public relations costs in select cases for those who have experienced sexual harassment or related retaliation in the workplace. The Fund is housed at and administered by the **National Women's Law Center (NWLC)**, an established, national women's rights legal organization.

202-588-5180 NWLC General Number

202-319-3053 NWLC Legal Services

<https://www.timesupnow.com/-resources-anchor> or <https://nwlc.org/times-up-legal-defense-fund/>

**Women In Film** - Sexual Harassment helpline refers victims of harassment to designated mental health counselors, law enforcement professionals, and civil and criminal lawyers and litigators.  
(323) 545-0333 or <https://womeninfilm.org/sexual-harassment-help-line-resources/>

**1 in 6** - the mission of 1 in 6 is to help men who have had unwanted or abusive sexual experiences. 24/7 online helpline where men and the people who care about them can chat one-on-one with a trained advocate <https://test.1in6.org/helpline> or <https://1in6.org/chat-with-someone/>

**#MeToo Movement** – sexual harassment and assault resources <https://metoomvmt.org/resources>

**Human Resources Support** - If you do not have a Human Resources department or the internal reporting process at your company is not effective, then consider filing a formal complaint with a state or federal agency.

California: <https://www.dfeh.ca.gov/>

New York: <http://www1.nyc.gov/site/cchr/index.page>

Washington State: <https://www.hum.wa.gov>

Federal: **Equal Employment Opportunity Commission (EEOC)** is a federal program responsible for enforcing federal laws regarding discriminate against a job applicant or an employee because of the person's race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), national origin, age (40 or older), disability or genetic information.

800-669-4000 or [www.eeoc.gov/index.cfm](http://www.eeoc.gov/index.cfm)

**Lean In** – workplace sexual harassment advice, guidelines and support groups, training and educational resources for individuals and companies

<https://leanin.org/sexual-harassment>

## Vancouver

**WorkHealthLife** – Employee and Family Assistance Program

<https://www.workhealthlife.com/?lang=en-CA>

**WorkSafeBC** – bullying and harassment toolkit and resources

<https://www.worksafebc.com/en/health-safety/hazards-exposures/bullying-harassment>

**BC Human Rights Clinic** – discriminatory harassment law

<http://www.bchrc.net/harassment>

**Ending Violence** – resources on creating safer workplaces and communities

<http://endingviolence.org/prevention-programs/safe-workplaces-communities/>

**Government of Canada** – employee harassment tool

<https://www.canada.ca/en/treasury-board-secretariat/services/healthy-workplace/prevention-resolution-harassment/harassment-tool-employees.html>

\*\*\* Appendix on following page \*\*\*

## **Appendix – Additional Harassment/Discrimination Resources**

### **U.S.-based Discrimination/Defamation Resources with International Profile/Reach**

**AARP/AARP Public Policy Institute** <https://www.aarp.org/ppi/> - Works to design *policies* that have a significant impact on improving life for older Americans.

**ACLU** <https://www.aclu.org/> - National organization working in courts, legislatures and communities to defend the individual rights and liberties guaranteed by the Constitution and U.S. laws.

**Anti Defamation League** <https://www.adl.org/> - Leading international non-governmental organization focused on stopping anti-Semitism, cyberhate, bullying, terrorism, hate crimes and coercion of religious minorities.

**Asian American Justice Center, AAJC** (formerly known as National Asian Pacific American Legal Consortium) <https://www.advancingjustice-aaic.org/> - Fighting for civil rights and empowering Asian Americans to create a more just America for all.

**Council on American-Islamic Relations (CAIR)** <https://www.cair.com> - The nation's largest Muslim civil rights and advocacy organization.

**Gay & Lesbian Alliance Against Defamation (GLAAD)** <https://www.glaad.org/> - GLAAD is at the forefront of cultural change, accelerating acceptance for the LGBTQ community.

**Human Rights Campaign** <https://www.hrc.org/> - America's largest civil rights organization working to achieve lesbian, gay, bisexual, transgender and queer equality.

**Mexican American Legal Defense and Education Fund (MALDEF)** [www.maldef.org/](http://www.maldef.org/) - National non-profit civil rights organization that protects rights of Latinos in the United States.

**NAACP/NAACP Legal Defense Fund** [www.naacpldf.org/](http://www.naacpldf.org/) - America's premier *legal* organization fighting for racial justice.

**National Organization for Women** <https://now.org/> - NOW's goal is "to take action" to bring about equality for all women.

**National Urban League** <https://www.nuljobsnetwork.com/> - Eliminating racial segregation and discrimination and helping African Americans and other minorities to participate in American life.

**Southern Poverty Law Center (SPLC)** <https://www.splcenter.org/> - Nonprofit legal advocacy organization specializing in civil rights and public interest litigation. Monitors hate groups and other extremists throughout the U.S. and exposes their activities to law enforcement agencies, the media and the public.

## **Additional Resources - United States**

### **Crisis Hotlines**

**Cyber Civil Rights Initiative** – provides one-to-one victim support, pro bono attorney referrals  
24/7 crisis helpline: 1-844-878-CCRI(2247) <http://www.cybercivilrights.org>

### **National Suicide Prevention Hotline**

1-800-273-TALK (8255) <http://www.suicidepreventionlifeline.org>

### **RAINN (Rape, Abuse and Incest National Network) – Sexual Assault Hotline**

1-800-656-HOPE (4673) <http://www.rainn.org>

## **Legal/Counseling Resources**

**Equal Rights Advocates** - In addition to offering counseling and seminars, the ERA also provides legal advice for women who have faced sexual harassment in the workplace.

800-839-4372 or <https://www.equalrights.org/>

**National Organization for Victim Assistance** – connects victims of crime with services and resources.

800-879-6682 or <https://www.trynova.org/who-we-are/>

**U.S. Department of Labor, Women’s Bureau** - develops policies and standards and conducts inquiries to safeguard the interests of working women; advocates for their equality and economic security for themselves and their families; and promotes quality work environments.

[https://www.dol.gov/wb/info\\_about\\_wb/regions/regional\\_offices.htm](https://www.dol.gov/wb/info_about_wb/regions/regional_offices.htm) - provides a list of their regional offices that help provide victims of sexual harassment with resources and support.

**The Laws in Your State** – a database of state laws including mandatory reporting, confidentiality laws and statute of limitations for all states.

<https://apps.rainn.org/policy/>