



Why is GBVH a key issue in construction?

- **Unsafe Work Conditions:** GBVH includes bullying, intimidation, sexual harassment, and other harmful behaviors, creating unsafe environments in construction workplaces.
- **High-Risk Situations:** Women, LGBTQ individuals, and persons of color face increased risks due to discrimination, gender stereotypes, and exclusionary workplace cultures.
- **Power Imbalances:** Traditional male-hierarchical structures and lack of accountability can exacerbate harassment and exploitation - especially in the world of construction.

Benefits of addressing GBVH on the jobsite:

- **Safer Workplaces:** Enhances physical and emotional wellbeing, fostering a more inclusive and secure environment.
- **Workforce Equity:** Reduces barriers for marginalized groups, creating opportunities for advancement and retention.
- **Legal and Reputational Protection:** Mitigates risks of lawsuits, financial losses, and reputational harm for companies and contractors

GBVH Toolbox Talk Key Terms:

- **Gender-Based Violence:** refers to harmful acts directed at individuals based on their gender. It encompasses physical, sexual, psychological, or economic harm, including threats, coercion, or deprivation of freedom, and is rooted in power imbalances and societal norms that perpetuate inequality.
- **Workplace Harassment:** refers to unwelcome behavior, conduct, or actions in a work environment that create an intimidating, hostile, or offensive atmosphere. It includes verbal, physical, or visual acts based on characteristics such as race, gender, age, religion, or other

protected traits, and may interfere with an individual's ability to perform their job.

- **Workplace violence** refers to any act or threat of physical harm, intimidation, harassment, or disruptive behavior that occurs in a work setting. It can involve employees, employers, clients, or visitors and ranges from verbal abuse to physical assaults, posing risks to safety and well-being.

No Tolerance for GBVH

GBVH on construction worksites endangers not only the immediate safety and mental health of workers but also the overall integrity of the workplace. Addressing GBVH is essential to foster a culture of safety, trust, and respect, ensuring that all workers can thrive in a secure, team-oriented environment.

GBVH manifests as bullying, intimidation, sexual harassment, and other harmful behaviors. These acts are not isolated—they create unsafe environments where workers feel devalued and vulnerable. What happens to all of us when GBVH is present on our worksite?

- **Compromised Mental Health Impacts:** Stress, anxiety, depression, and emotional exhaustion. Consequences: Reduced productivity, increased absenteeism, focus, and workplace satisfaction.
- **Physical Safety Risks Hazards:** Increased accidents, distractions, and lapses in judgment. Outcomes: Escalated injuries and risks for workers and coworkers.
- **Erosion of Team Dynamics Challenges:** Breakdown of trust and exclusion of marginalized groups (women, LGBTQ individuals, persons of color). Result: Decreased collaboration and high turnover rates.
- **Legal and Financial Consequences Risks:** Lawsuits, investigations, and reputational damage. Impacts: Increased costs and delays in project timelines.
- **Workplace Culture Impact Issues:** Perpetuation of unsafe norms, barriers to inclusion, and reduced diversity. Result: Loss of skilled workers and stunted industry growth.
- **Wider Health Implications Health Problems:** PTSD, substance abuse, and deteriorating physical health. Impact: Long-term harm to workers' personal and professional lives.