

## Inspection Checklist for Raising the Bar on Women's Health & Safety

| <b>Ask, discuss, find out AT A HEALTH &amp; SAFETY COMMITTEE MEETING:</b>   | <b>Result</b> | <b>Follow-up action needed?</b> | <b>Review again in ___ days</b> | <b>Add to committee agenda or other inspection checklists</b> |
|---|---------------|---------------------------------|---------------------------------|---|
| How many women work here?   |               |                                 |                                 |   |
| How many women sit on the joint health and safety committee and/or local union committee?   |               |                                 |                                 |   |
| How many women are trained workplace health and safety representatives?   |               |                                 |                                 |   |
| How frequently do committee meetings discuss hazards and health issues specific to women?   |               |                                 |                                 |   |
| How often does the committee ask women about their concerns and ideas?  |               |                                 |                                 |   |
| When the committee reviews data sheets or reports from the employer, does it ask for and receive details about how women are affected differently from men? |               |                                 |                                 |   |
| Have all committee members read the USW Action Guide for Raising the Bar on Women's Health and Safety?  |               |                                 |                                 |   |
| How many women in the local union have taken USW health and safety courses? Employer courses?   |               |                                 |                                 |   |

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|--|---------------|---------------------------------|---------------------------------|---|
| <b>Toilets, Showers and Changerooms</b>  |               |                                 |                                 |   |
| Are there toilets, showers and changerooms for women?  |               |                                 |                                 |   |
| Can women get from their work station to the toilet and back in a reasonable amount of time? |               |                                 |                                 |   |
| Can women use the toilets when they need to, without discipline or backlash?                 |               |                                 |                                 |   |
| Are there toilets, showers and changerooms that are gender-neutral?                          |               |                                 |                                 |   |
| <b>Personal Protective Equipment and Clothing</b>  |               |                                 |                                 |   |
| Do women have properly fitting boots, gloves, goggles, coveralls, uniforms, etc.?            |               |                                 |                                 |   |
| Is it easy for them to get replacements when needed?   |               |                                 |                                 |   |
| <b>Safety Equipment and Tools</b>  |               |                                 |                                 |   |
| Do women have tools, safety equipment and protective gear that fits them properly?           |               |                                 |                                 |   |
| <b>Uniforms and Work Dress Codes</b>   |               |                                 |                                 |   |
| Are women concerned that mandatory uniforms restrict movement or create hazards?             |               |                                 |                                 |   |

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| Do workplace dress codes make women feel degraded and/or encourage harassment by others?          |               |                                 |                                 |   |
| <b>Workplace Design and Ergonomics</b>  |               |                                 |                                 |   |
| Are work stations adjustable to suit different body sizes?  |               |                                 |                                 |   |
| Can all workers access equipment controls, switches, etc. without strain?                         |               |                                 |                                 |   |
| Have women been consulted and surveyed to find out what musculoskeletal injuries they experience? |               |                                 |                                 |   |
| <b>Sexual and Other Harassment</b>  |               |                                 |                                 |   |
| Do women feel respected and safe in the workplace?  |               |                                 |                                 |   |
| Do the workplace and the local union have anti-harassment policies?                               |               |                                 |                                 |   |
| Are complaints taken seriously and investigated promptly?   |               |                                 |                                 |   |
| Do supervisors and co-workers speak up when inappropriate comments are made or actions occur?     |               |                                 |                                 |   |

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| <b>Domestic Violence</b>   |               |                                 |                                 |   |
| Does the collective agreement provide a paid leave of absence to address the impacts of domestic violence?   |               |                                 |                                 |   |
| Are members and/or supervisors trained to spot the warning signs of domestic violence and to offer support and referrals, including for safety planning?     |               |                                 |                                 |   |
| Can members be easily accommodated—altering start/quit times, changed phone numbers, security escorts to and from vehicles—if their safety plan requires it? |               |                                 |                                 |   |
| If both the target and the abuser work in the same workplace, can the target work safely?  |               |                                 |                                 |   |
| Can non-employees easily enter the workplace and/or find employee email addresses and telephone numbers?   |               |                                 |                                 |   |
| <b>Sexual Violence</b>   |               |                                 |                                 |   |
| Do women feel safe at work, especially when working at night, alone or in isolated locations?  |               |                                 |                                 |   |
| Does the workplace have an effective anti-violence policy?   |               |                                 |                                 |   |
| Are women treated respectfully by co-workers?  |               |                                 |                                 |   |

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| <b>Transitioning Gender</b>  |               |                                 |                                 |   |
| Do trans workers feel safe in the workplace?   |               |                                 |                                 |   |
| Do stewards and local union executive members know how to offer support when workers transition and afterwards?            |               |                                 |                                 |   |
| Do supervisors and co-workers speak up when inappropriate comments are made about sexual orientation and gender diversity? |               |                                 |                                 |   |
| <b>Breastfeeding and New Motherhood</b>  |               |                                 |                                 |   |
| Does the workplace have safe, clean facilities for breastfeeding or expressing and storing milk?                           |               |                                 |                                 |   |
| Can new mothers continue breastfeeding or expressing milk without facing pressure to stop?                                 |               |                                 |                                 |   |
| Are pregnant women asked about and given appropriate accommodation in the workplace?                                       |               |                                 |                                 |   |
| <b>Menopause</b>   |               |                                 |                                 |   |
| Do women feel comfortable bringing menopause-related health concerns to the local union and to the employer?               |               |                                 |                                 |   |

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| Have women been asked to discuss The Menopause Hazard Assessment Checklist in the USW Action Guide for Raising the Bar on Women’s Health & Safety? |               |                                 |                                 |   |
| <b>Reproductive Health</b>   |               |                                 |                                 |   |
| Are women comfortable talking to the committee about health concerns related to menstruation and reproductive health?                              |               |                                 |                                 |   |
| Are women’s concerns taken seriously and addressed?  |               |                                 |                                 |   |
| Does the employer provide free menstrual supplies in bathrooms, as it does toilet paper and paper towels?  |               |                                 |                                 |   |
| Are women able to dispose of menstrual supplies in a hygienic way?   |               |                                 |                                 |   |
| <b>Cancer</b>  |               |                                 |                                 |   |
| Have women identified any pattern of cancers among themselves?   |               |                                 |                                 |   |
| <b>Stress, Mental Health and Work-Life Balance</b>   |               |                                 |                                 |   |
| What are the most common causes of stress in the workplace among women workers?  |               |                                 |                                 |   |
| Does the collective agreement provide leaves and other supports to help parents balance work and family life?                                      |               |                                 |                                 |   |

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| <b>Chemicals</b>  |               |                                 |                                 |   |
| Do women feel they know enough about the chemicals they are exposed to and do they have any concerns? |               |                                 |                                 |   |
| <b>What other concerns do women workers have?</b>   |               |                                 |                                 |   |
|   |               |                                 |                                 |   |
|   |               |                                 |                                 |   |