

WHEN THE WORKPLACE ISN'T SAFE

Strategies to use when the workplace is not friendly to diverse folks

Keep a record of all incidents

Keep a written record of all negative incidents that have caused distress. This record may help you in the future if you wish to address the problems.



Speak with leadership

If you feel safe to do so, bring the problems up with management and how it is causing harm in the workplace.



Find community outside of work

Connect with other people outside of work who you can build community and support networks with.



Set boundaries with work and coworkers

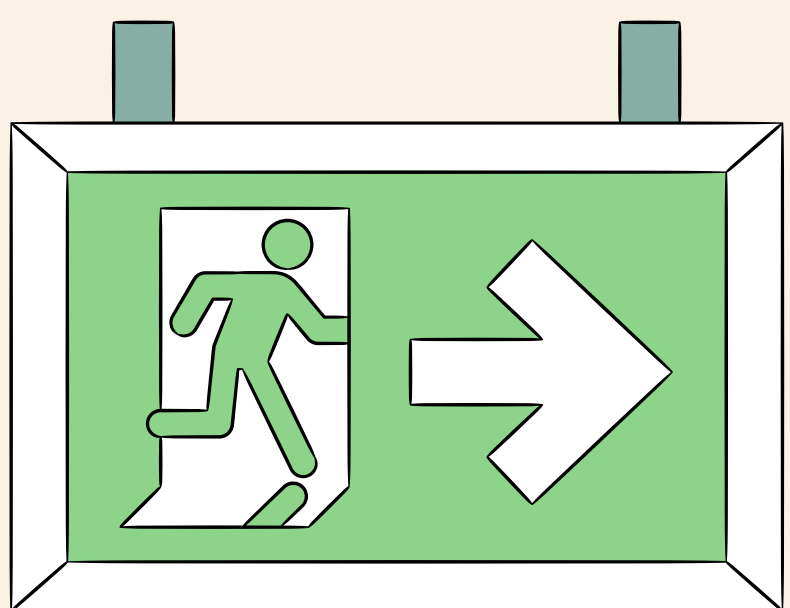
Set clear boundaries for yourself with work engagement. Do not let it be the focus of your life. For example, only answering emails during work hours or not discussing your personal life in the office. You have every right to boundaries.



Therapy

Therapy that can give you the mental support and strategies you may need to process and heal.

Plan your exit strategy



Reach out to your networks for new opportunities. Check job listings daily. If you need to do so, leave with nothing planned. No job is worth your mental or physical safety.



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