Create a Report

### **General Information**

**Date of Incident:** October 21, 2025  
**Time of Incident:** 11:07 a.m.  
**Location of Incident:** Downtown worksite  
 **Trades field:** Mine Safety / Inspection

### **Type of Report**

* Harassment
* Safety Hazards
* ~~Discrimination~~

### **Incident Details**

**Type of Discrimination:**

* ~~Direct~~
* Indirect

### **Description of Incident:**

On their second day at a new company, an employee experienced a clear instance of gender-based discrimination involving a subcontractor. During introductions, the employee initiated a greeting and attempted to introduce themselves professionally. The subcontractor ignored the introduction entirely, turning instead to address the employee’s male manager and continuing the conversation as if the employee were not present.

The manager responded by joking that the subcontractor was simply “getting right to business,” but the behavior was overtly dismissive and disrespectful. The employee described feeling shocked by the blatant sexism, noting that in over six years of experience in the field, they had never encountered such direct exclusion.

The employee expressed particular concern about the safety implications of this type of behavior. A subcontractor who refuses to communicate with women on-site could create serious risks by disregarding their input or safety warnings. Such attitudes could endanger not only professional respect but also the physical safety of women laborers who depend on open communication to avoid hazardous situations.

### **Witnesses, if any:**

The employee’s manager was present and observed the interaction.

### **Supporting Evidence:**

No physical evidence submitted.

### **Additional Comments:**

The employee emphasized that overall, the company’s environment has been positive, inclusive, and supportive. However, this incident stood out as deeply concerning and inconsistent with the company’s culture. The employee hopes this report encourages greater accountability and training for subcontractors to ensure all workers—regardless of gender—are treated with respect and that safety communication remains equitable and effective.