

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

Ask, discuss, find out AT A HEALTH & SAFETY COMMITTEE MEETING:	Result	Follow-up action needed?	Review again in ____ days	Add to committee agenda or other inspection checklists
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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RAISING THE BAR ON

Women's Health and Safety

MEET WITH WOMEN IN THE WORKPLACE: Ask, discuss, find out:	Result	Follow-up action needed?	Review again in ____ days	Add to committee agenda or other inspection checklists
Toilets, Showers and Changerooms				
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?				
Personal Protective Equipment and Clothing				
Do women have properly fitting boots, gloves, goggles, coveralls, uniforms, etc.?				
Is it easy for them to get replacements when needed?				
Safety Equipment and Tools				
Do women have tools, safety equipment and protective gear that fits them properly?				
Uniforms and Work Dress Codes				
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?				
Workplace Design and Ergonomics				
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?				
Sexual and Other Harassment				
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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Are women treated respectfully by co-workers?				
Transitioning Gender				
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?				
Breastfeeding and New Motherhood				
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?				
Menopause				
Do women feel comfortable bringing menopause-related health concerns to the local union and to the employer?				

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Domestic Violence				
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?				
Sexual Violence				
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?				

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MEET WITH WOMEN IN THE WORKPLACE: Ask, discuss, find out:	Result	Follow-up action needed?	Review again in _____ days	Add to committee agenda or other inspection checklists
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?				
Reproductive Health				
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?				
Cancer				
Have women identified any pattern of cancers among themselves?				

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Stress, Mental Health and Work-Life Balance				
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?				
Chemicals				
Do women feel they know enough about the chemicals they are exposed to and do they have any concerns?				
What other concerns do women workers have?				