

Workplace bullying and harassment

Under the *Workers Compensation Act*, WorkSafeBC has introduced three occupational health and safety (OHS) policies outlining the duties of workers, supervisors, and employers to prevent and address workplace bullying and harassment.

These policies became effective November 1, 2013.

Workplace bullying and harassment includes any inappropriate conduct or comment by a person towards a worker that the person knew, or reasonably ought to have known, would cause that worker to be humiliated or intimidated. It excludes any reasonable action taken by an employer or supervisor relating to the management and direction of workers or the place of employment.

Checklist of duties

Workers must

- not engage in bullying and harassment
- report bullying and harassment they witness or experience
- apply and comply with the employer's bullying and harassment policies and procedures

Supervisors must

- not engage in bullying and harassment
- apply and comply with the employer's bullying and harassment policies and procedures

Employers must

- not engage in bullying and harassment
- develop a bullying and harassment policy statement
- take steps to prevent or minimize bullying and harassment
- develop and implement procedures for reporting incidents and complaints, including procedures for reporting when the employer, supervisor, or owner is the alleged bully or harasser
- develop and implement procedures for dealing with incidents or complaints
- inform workers of the policy statement and prevention measures
- train workers and supervisors
- annually review the policy statement and procedures



OHS policies, and tools and resources on workplace bullying and harassment: worksafebc.com/preventbullying

WORK SAFE BC

Gabriola Volunteer Fire Department

