

Handling Harassment, Aggression and Violence Infographic

Workplace Harassment and Violence

Any action, conduct or comment, including of a sexual nature, that can cause offence, humiliation or other physical or psychological injury or illness

Workplace harassment and violence does not discriminate. It can happen to any worker, in any industry.

It can include:

- verbal abuse
- threatening behaviours
- intimidating actions
- physical attacks

Sexual harassment is any unwelcome sexual advance, request for sexual favour, verbal or physical conduct or messages of a sexual nature, or any other behaviour of a sexual nature that can cause offence or humiliation.

Commit to a workplace that is free of harassment and violence

	Assess the internal risks like workplace culture and activities, and external risks like family violence.		Educate everyone on harassment and violence, including where they can go for help.
	Implement a policy, along with the procedures to respond to incidents of harassment and violence. Outline and assign responsibilities and communicate the policy to all workers.		Provide workers with resources for support , including any medical or psychological services.
			Encourage a respectful workplace by being cooperative, inclusive and respecting boundaries.

RIGHTS and RESPONSIBILITIES

All workers have the right to a safe workplace that is free of harassment and violence.

Employers should know the legal requirements for their jurisdiction regarding workplace harassment and violence, and are responsible for creating a safe workplace.

It is your duty to resolve or investigate, as well as record and report all incidents of harassment and violence as required.

If you are being harassed, think you might have been harassed, or have witnessed harassment, report it.

CCOHS.ca
Canadian Centre for Occupational Health and Safety

Source: <https://www.ccohs.ca>