

# **WORKPLACE VIOLENCE AND HARASSMENT TRAINING**

## **BILL 168 – OCCUPATIONAL HEALTH AND SAFETY ACT**



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# What is a Safe Workplace?

**A space where everyone has the right to work and receive care in an environment where the dignity and worth of every individual is honored**



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All volunteers have a right to an environment free of harassment and discrimination concerning race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, disability, age, marital status, family status or record of offences



# Definitions

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## *“Workplace Violence”:*

- Physical force by a person against a worker in a workplace that causes or could cause physical injury to the worker
  - A statement or behaviour that is reasonable for a worker to interpret as a threat of physical force against the worker, in a workplace, that could cause physical injury to the worker
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# Definitions continued...

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## "Workplace harassment":

- Engaging in a course of disagreeable comment or conduct against a worker in a workplace that is known or ought reasonably to be known to be unwelcome

## "Domestic Violence":

- Behavior used by one person to gain power and control over another person with whom they have had an intimate relationship. This behavior may include physical violence, sexual, emotional, and psychological intimidation, verbal abuse, stalking, and using electronic devices to harass and control



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## *Workplace harassment is not:*

- Reasonable action or conduct by a manager or supervisor that is part of her or his work function, for example:
  - Work assignments
  - Scheduling
  - Job assessment and evaluation
  - Workplace inspections
  - Implementation of dress codes
  - Disciplinary action
- Differences of opinion or minor disagreements between co-workers would not generally be considered workplace harassment.



# Workplace Violence

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## Types of Workplace Violence:

- Psychological abuse (either verbal abuse or threatening behaviour)
- Threat (either written or verbal)
- Physical attacks such as hitting, shoving, biting, spitting, groping or unwelcome displays of affection
- Damage to employee's personal property or hospital property



# Volunteers will:

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- Comply with this policy at all times to protect themselves and others in the workplace from workplace violence
- Immediately notify their supervisor or other designated person of any incident of workplace violence whether the notifying worker is the victim or not. In the extreme case, the worker may have to initiate a Code White and call police if required;
- Fully cooperate in any investigation of complaints or incidents of workplace violence.





# Zero Tolerance

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- The hospital does not tolerate workplace violence
- Every reported action of abusive/aggressive or threatening behaviour will be tracked and resolved based on the individual facts

