

Workplace Violence and Workplace Harassment Legislation: Key Provisions - Provinces and Territories (2017)

	Definitions	Risk/Hazard Assessment	Policies/Procedures	Duties of Employers to Reduce or Eliminate Risks	Information for/Training of Workers	Response to Incidents	Websites
<p>Federal Canada Occupational Health and Safety Regulations, S.O.R./86-304 [‘COHSR’]</p> <p>Canada Labour Code, R.S.C. 1985, c. L-2 [‘CLC’]</p>	<p>Workplace Violence: “Any action, conduct, threat or gesture of a person towards an employee in their work place that can reasonably be expected to cause harm, injury or illness to that employee. “ COHRS, s. 20.2</p>	<p>"The employer shall identify all factors that contribute to work place violence" COHSR, s. 20.4</p> <p>"The employer shall assess the potential for work place violence" COHSR, s. 20.5(1)</p>	<p>"The employer shall develop and post at a place accessible to all employees a work place violence prevention policy setting out, among other things, the following obligations of the employer." COHSR, s. 20.3</p> <p>The work place violence prevention policy shall “dedicate sufficient attention, resources and time to address factors that contribute to work place violence including, but not limited to, bullying, teasing, and abusive and other aggressive behaviour and to prevent and protect against it.” COHSR, s. 20.3(b)</p>	<p>"Once an assessment of the potential for work place violence has been carried out under section 20.5, the employer shall develop and implement systematic controls to eliminate or minimize work place violence or a risk of work place violence to the extent reasonably practicable." COHRS, s. 20.6(1)</p> <p>Every employer shall "take the prescribed steps to prevent and protect against violence in the work place." CLC, 125(1)(z.16)</p>	<p>"The employer shall provide information, instruction and training on the factors that contribute to work place violence that are appropriate to the work place of each employee exposed to work place violence or a risk of work place violence." COHRS, s. 20.10(1)</p> <p>The employer shall provide information, instruction and training which includes "a) the nature and extent of work place violence and how employees may be exposed to it; (b) the communication system established by the employer to inform employees about work place violence; (c) information on what constitutes work place violence and on the means of identifying the factors that contribute to work place violence; (d) the work place violence prevention measures that have been developed under</p>	<p>"The employer shall develop in writing and implement emergency notification procedures to summon assistance where immediate assistance is required, in response to work place violence." COHSR, s. 20.8(1)</p> <p>"If an employer becomes aware of work place violence or alleged work place violence, the employer shall try to resolve the matter with the employee as soon as possible." COHSR, s. 20.9(2)</p> <p>"If the matter is unresolved, the employer shall appoint a competent person to investigate the work place violence and provide that person with any relevant information whose disclosure is not</p>	<p>Canada Occupational Health and Safety Regulations: http://laws-lois.justice.gc.ca/PDF/SOR-86-304.pdf</p> <p>Canada Labour Code: http://laws-lois.justice.gc.ca/PDF/L-2.pdf</p> <p>Other relevant websites:</p> <p>Association of Workers’ Compensation Boards of Canada: http://www.awcbc.org/en/</p> <p>Canadian Centre for Occupational Health and Safety: https://www.ccohs.ca/os_hanswers/information/wcb_canada.html</p> <p>Canadian Human Rights Commission: http://www.chrc-ccdp.gc.ca/eng</p>

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					sections 20.3 to 20.6; and (e) the employer's procedures for reporting on work place violence or the risk of work place violence." COHSR, s. 20.10(3)	prohibited by law and that would not reveal the identity of persons involved without their consent." COHSR, s. 20.9(3) Every employee shall "report to the employer any thing or circumstance in a work place that is likely to be hazardous to the health or safety of the employee" CLC, s. 126(1)(g)	

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<p>Alberta Occupational Health and Safety Code 2009 ['Code']</p> <p>Occupational Health and Safety Act, R.S.A. 2000, c. O-2</p> <p>Bill 208 - Occupational Health And Safety (Protection From Workplace Harassment) Amendment Act, 2016 (currently passed first reading)</p>	<p>Workplace Violence: "The threatened, attempted or actual conduct of a person that causes or is likely to cause physical injury." Code, s. 1</p> <p>Workplace Harassment: "Any inappropriate conduct, comment, display, action or gesture by a person that either (A) is based on race, religious beliefs, colour, gender, gender identity, gender expression, physical disability, mental disability, age, ancestry, place of origin, marital status, source of income, family status or sexual orientation, or (B) subject to subsections (2) and (3), adversely affects the worker's psychological or physical well-being and that the person knows or ought reasonably to know would cause a worker to be humiliated or intimidated and that constitutes a threat to the health or safety of the worker."</p>	<p>"An employer must assess a work site and identify existing and potential hazards before work begins at the work site or prior to the construction of a new work site." Code, s. 7(1)</p>	<p>"An employer must develop a policy and procedures respecting potential workplace violence." Code, s. 390</p> <p>"Every employer shall establish and administer a workplace harassment policy in accordance with the regulations." Bill 208, s. 4 (if passed, this would be amended as s. 10.1(1) of the OHSA)</p>	<p>"If an existing or potential hazard to workers is identified during a hazard assessment, an employer must take measures in accordance with this section to (a) eliminate the hazards, or (b) if elimination is not reasonably practicable, control the hazard." Code, 9(1)</p> <p>Every employer shall ensure as far as it is reasonably practicable "that the employer's workers are not exposed to harassment with respect to any matter or circumstance arising out of the workers' employment." Bill 208, s. 3 (if passed, this would be amended as s. 2(1)(a.1) of the OHSA)</p>	<p>"An employer must ensure that workers are instructed in a) how to recognize workplace violence, b) the policy, procedures and workplace arrangements that effectively minimize or eliminate workplace violence, c) the appropriate response to workplace violence, including how to obtain assistance, and d) procedures for reporting, investigating and documenting incidents of workplace violence." Code, s. 391</p>	<p>"An employer must ensure that a worker is advised to consult a health professional of the worker's choice for treatment or referral if the worker (a) reports an injury or adverse symptom resulting from workplace violence, or (b) is exposed to workplace violence." Code, s. 392(2)</p> <p>"Every employer has a responsibility to investigate workplace harassment complaints." Bill 208, s. 4 (if passed, this would be amended as s. 10.1(2) of the OHSA)</p>	<p>Occupational Health and Safety Code: https://work.alberta.ca/documents/WHS-LEG_ohsc_2009.pdf</p> <p>Occupational Health and Safety Act: http://www.qp.alberta.ca/documents/Acts/O02.pdf</p> <p>Bill 208: http://www.assembly.ab.ca/ISYS/LADDAR_files/docs/bills/bill/legislature_29/session_2/20160308_bill-208.pdf</p> <p>Other relevant sites:</p> <p>Workers' Compensation Board of Alberta: https://www.wcb.ab.ca/</p> <p>Employment Standards Code: http://www.qp.alberta.ca/1266.cfm?page=e09.cfm&leg_type=Acts&isbncIn=9780779783366&display=html</p>

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	Bill 208, s. 2 (if passed, this would be an addition to s. 1 of the OHSA)						Ministry of Labour: https://work.alberta.ca/ Alberta Human Rights Commission: http://www.albertahumanrights.ab.ca/

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<p>British Columbia Occupational Health and Safety Regulation, B.C. Reg. 296/97 ['OHSR']</p> <p>Workers Compensation Act, RSBC, Chapter 492 ['WCA']</p>	<p>Workplace Violence: "attempted or actual exercise by a person, other than a worker, of any physical force so as to cause injury to a worker, and includes any threatening statement or behaviour which gives a worker reasonable cause to believe that he or she is at risk of injury." OHSR, s. 4.27</p> <p>Workplace Harassment: "a worker is entitled to compensation for a mental disorder that does not result from an injury for which the worker is otherwise entitled to compensation, only if the mental disorder is either a (i) a reaction to one or more traumatic events arising out of and in the course of a worker's employment, or (ii) is predominantly caused by a significant work-related stressor, including bullying and harassment, or a cumulative series of significant work-related</p>	<p>"A risk assessment must be performed in any workplace in which a risk of injury to workers from violence arising out of their employment may be present. The risk assessment must include the consideration of (a) previous experience in that workplace, (b) occupational experience in similar workplaces, and (c) the location and circumstances in which work will take place." OHSR, s. 4.28</p> <p>"Before a worker is assigned to work alone or in isolation, the</p>	<p>"If a risk of injury to workers from violence is identified by an assessment performed under section 4.28, the employer must: (a) establish procedures, policies and work environment arrangements to eliminate the risk to workers from violence, and (b) if elimination of the risk to workers is not possible, establish procedures, policies and work environment arrangements to minimize the risk to workers." OHSR, s. 4.29</p> <p>If a worker is assigned to work alone or in isolation in late night retail premises and there is any risk of harm from a violent act to the worker, "the employer must develop and implement a written procedure to</p>	<p>"Before a worker starts a work assignment with a hazard identified under subsection (1), the employer must take measures (a) to eliminate the hazard, and (b) if it is not practicable to eliminate the hazard, to minimize the risk from the hazard." OHSR, s. 4.20.2(2)</p>	<p>"The employer must instruct workers who may be exposed to the risk of violence in a) the means for recognition of the potential for violence, b) the procedures, policies and work environment arrangements which have been developed to minimize or effectively control the risk to workers from violence, c) the appropriate response to incidents of violence, including how to obtain assistance, and d) procedures for reporting, investigating and documenting incidents of violence." OHSR, s. 4.30(3)</p>	<p>The employer must ensure that a worker reporting an injury or adverse symptom as a result of an incident of violence is advised to consult a physician of the worker's choice for treatment or referral." OHSR, 4.31</p> <p>"Improper activity or behaviour must be reported and investigated." OHSR, s. 4.26</p> <p>"Improper activity or behaviour includes (a) the attempted or actual exercise by a worker towards another worker of any physical force so as to cause injury, and includes any threatening statement or behaviour which gives the worker reasonable cause to believe he or she is at risk of injury, and</p>	<p>Occupational Health and Safety Regulation: http://www.bclaws.ca/civix/document/id/complete/statreg/296_97_02#division_d2e5284</p> <p>Workers Compensation Act: http://www.bclaws.ca/Recon/document/ID/freeside/96492_01</p> <p>Other relevant sites:</p> <p>WorkSafe B.C.: http://www.worksafebc.com/</p> <p>Employment Standards Act: http://www.bclaws.ca/Recon/document/ID/freeside/00_96113_01</p> <p>Ministry of Labour: http://www2.gov.bc.ca/gov/content/governments/organizational-structure/ministries-organizations/ministries/about</p>

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	stressors, arising out of and in the course of the worker's employment" WCA, s. 5.1	employer must identify any hazards to that worker." OHSR, s. 4.20.2(1)	ensure the worker's safety in handling money." OHSR, s. 4.22.1(2a)			(b) horseplay, practical jokes, unnecessary running or jumping or similar conduct." OHSR, s. 4.24	B.C. Human Rights Tribunal: http://www.bchrt.bc.ca/

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<p>Manitoba Workplace Safety and Health Regulation, ['WSHR']</p> <p>Workplace Safety and Health Act, (C.C.S.M. c W210)</p> <p>The Domestic Violence and Stalking Act (C.C.S.M. c. D93) ['DVSA']</p> <p>The Employment Standards Code (C.C.S.M. c. E110) ['ESC']</p>	<p>Workplace Violence: Violence means "a) the attempted or actual exercise of physical force against a person; and (b) any threatening statement or behaviour that gives a person reasonable cause to believe that physical force will be used against the person." WSHR, s. 1</p> <p>Workplace Harassment: "(a) objectionable conduct that creates a risk to the health of a worker; or (b) severe conduct that adversely affects a worker's psychological or physical well-being." WSHR, s. 1</p> <p>Harassment is "(a) objectionable, if it is based on race, creed, religion, colour, sex, sexual orientation, gender-determined characteristics, marital status, family status, source of income, political belief, political association,</p>	<p>An employer at a workplace that is not described in clauses 11.1 (a) to (d), e.g. healthcare services, financial services, must assess the risk of violence to a worker at the workplace. WSHR, s. 11.2</p>	<p>In consultation with the committee, representative (or workers where there is no committee or representative), an employer must: "(a) develop and implement a violence prevention policy at the workplace; (b) train workers in the violence prevention policy; and (c) ensure that workers comply with the violence prevention policy." WSHR, s. 11.3(1), s. 11.3(2)</p> <p>In consultation with the committee, representative (or workers where there is no committee or representative), an employer must: "(a) develop and implement a written policy to prevent harassment in the workplace; and</p>	<p>The violence prevention policy must include the measures the employer will take "to eliminate the risk of violence to a worker at the workplace, or control that risk if it is not reasonably practicable to eliminate it." WSHR, s. 11.4(b)</p> <p>"The employer must ensure, so far as is reasonably practicable, that no worker is subjected to harassment in the workplace." WSHR, s. 10.2(1)(b)</p>	<p>The employer must: "(a) post a copy of the violence prevention policy in a conspicuous place at the workplace or, if posting is not practicable, provide a copy of the violence prevention policy to each worker; and (b) inform each of worker about the nature and extent of the risk of violence to a worker in the workplace." WSHR, s. 11.5(1)</p> <p>"Unless otherwise prohibited by law, the duty to inform a worker about the risk of violence under clause (1)(b) includes a duty to provide any information in the employer's possession, including personal information, related to the risk of violence from persons who have a history of violent behaviour and whom workers are likely to encounter in the course of their work." WSHR, s. 11.5(2)</p>	<p>"As soon as reasonably practicable after an incident of violence to a worker, the employer must (a) investigate the incident; and (b) implement any control measure that is identified as a result of the investigation that will eliminate or control the risk of violence to a worker." WSHR, s. 11.6</p> <p>The harassment prevention policy must include corrective action the employer will take "respecting any person under the employer's direction who subjects a worker to harassment." WSHR, s. 10.2(1)(c)</p>	<p>Workplace Safety and Health Regulation: https://web2.gov.mb.ca/laws/regs/current/217.06.pdf</p> <p>Workplace Safety and Health Act: http://web2.gov.mb.ca/laws/statutes/ccsm/w210e.php</p> <p>Domestic Violence and Stalking Act: http://web2.gov.mb.ca/laws/statutes/ccsm/d093e.php</p> <p>Employment Standards Code: http://web2.gov.mb.ca/laws/statutes/ccsm/pdf.php?cap=e110</p> <p>Other relevant sites:</p> <p>Safe Work Manitoba: http://www.safemanitoba.com/</p>

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	<p>political activity, disability, physical size or weight, age, nationality, ancestry or place of origin; or (b) severe, if it could reasonably cause a worker to be humiliated or intimidated and is repeated, or in the case of a single occurrence, has a lasting, harmful effect on a worker." WSHR, s. 1.1.1(1)</p> <p>Domestic Violence: Domestic violence means: "(a) an intentional, reckless or threatened act or omission that causes bodily harm or property damage; (b) an intentional, reckless or threatened act or omission that causes a reasonable fear of bodily harm or property damage; (c) conduct that reasonably, in all the circumstances, constitutes psychological or emotional abuse; (d) forced confinement; (e) sexual abuse." DVSA, s.2(1.1)</p>		<p>(b) ensure that workers comply with the harassment prevention policy." WSHR. s. 10.1(1), s. 10.1(2)</p>		<p>"The harassment prevention policy must provide information on the following procedures under the policy: (a) how to make a harassment complaint; (b) how a harassment complaint will be investigated; (c) how the complainant and alleged harasser will be informed of the results of the investigation. "WSHR, s. 10.2(2)</p>		<p>Government of Manitoba, Labour and Immigration: http://www.gov.mb.ca/labour/</p> <p>Manitoba Human Rights Commission: http://www.manitobahumanrights.ca/</p>

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	<p>"An employee who is a victim of domestic violence and has been employed by the same employer for at least 90 days is entitled to both the following periods of domestic violence leave in each 52-week period:(a) leave of up to 10 days, which the employee may choose to take intermittently or in one continuous period;(b) leave of up to 17 weeks to be taken in one continuous period." ESC, s. 59.11(2)</p> <p>Stalking: "Stalking occurs when a person, without lawful excuse or authority and knowing that another person is harassed or recklessly as to whether the other person is harassed, repeatedly engages in conduct that causes the other person reasonably, in all the circumstances, to fear for his or her own safety." DVSA, s. 2(2)</p>						

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<p>New Brunswick Occupational Health and Safety Act, S.N.B. 1983, c. O-02 ['OHSA']</p> <p>Code of Practice for Working Alone Regulation, New Brunswick Regulation 92-133 ['Code']</p>	<p>There is no definition for workplace violence or for workplace harassment at this time.</p>	<p>General obligations: "Every employer shall ensure that the place of employment is inspected at least once a month to identify any risks to the health and safety of his employees." OHSA, s. 9(2)(a.1)</p> <p>General obligations: Every employer with 20 or more regularly employed employees shall establish a written program which includes "a hazard identification system that includes evaluation of the place of employment to identify potential hazards" OHSA, s. 8.1(1)(di)</p>	<p>General obligations: "Every employer with 20 or more employees regularly employed in the Province shall establish a written health and safety program, in consultation with the committee or the health and safety representative" OHSA, s. 8.1(1)</p> <p>"An employer shall establish a code of practice to ensure, so far as is reasonably practicable, the health and safety of an employee who works alone at any time" Code, s. 2</p>	<p>General obligations: "Every employer shall (a) take every reasonable precaution to ensure the health and safety of his employees; (b) comply with this Act, the regulations and any order made in accordance with this Act or the regulations; and (c) ensure that his employees comply with this Act, the regulations and any order made in accordance with this Act or the regulations." OHSA, 9(1)</p>	<p>General obligations: Every employer with 20 or more regularly employed employees shall establish a written program which includes "the training and supervision of the employees in matters necessary to their health and safety." OHSA, s. 8.1(1)(a)</p> <p>General obligations: "Every employer shall provide the information that is necessary to ensure an employee's health and safety; (c.1) provide the instruction that is necessary to ensure an employee's health and safety; (c.2) provide the training that is necessary to ensure an employee's health and safety" OHSA, s. 9(2)(c)(c1)(c2)</p> <p>"An employer shall implement a training program in respect of a code of practice established under</p>	<p>General obligations: Every employer with 20 or more regularly employed employees shall establish a written program which includes "a system for the prompt investigation of hazardous occurrences to determine their causes and the actions needed to prevent recurrences." OHSA, s. 8.1(1)(e)</p>	<p>Occupational Health and Safety Act: http://laws.gnb.ca/en/S/howPdf/cs/O-0.2.pdf</p> <p>Code of Practice for Working Alone: http://laws.gnb.ca/en/S/howPdf/cr/92-133.pdf</p> <p>Other relevant sites:</p> <p>WorkSafe New Brunswick: http://ohsguide.worksafenb.ca/index.html</p> <p>Employment Standards Act: http://laws.gnb.ca/en/s/howpdf/cs/E-7.2.pdf</p> <p>Post-Secondary Education, Training and Labour: http://www2.gnb.ca/content/gnb/en/departments/post-secondary_education_training_and_labour.html</p>

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		The employer shall identify “the possible risks to each employee who works alone that arise out of or in connection with the work assigned.” Code, s. 3(d)			section 2 for each employee who works alone at any time” Code, s. 6		New Brunswick Human Rights Commission: http://www2.gnb.ca/content/gnb/en/departments/nbhrc.html

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<p>Newfoundland & Labrador Occupational Health and Safety Regulations, 2009, 70/09 [‘OHSR’]</p> <p>Occupational Health and Safety Act, R.S.N.L. 1990, c. O-3 [‘OHS’]</p>	<p>Workplace Violence: "The attempted or actual exercise by a person, other than a worker, of physical force to cause injury to a worker, and includes threatening statements or behaviour which gives a worker reason to believe that he or she is at a risk of injury." OHSR, s. 22(1)</p>	<p>"An employer risk assessment shall be performed in a workplace in which a risk of injury to workers from violence arising out of their employment may be present." OHSR, s. 22(2)</p>	<p>Where a risk of injury from violence is identified in a risk assessment, the employer shall "establish procedures, policies and work environment arrangements to eliminate the risk to workers from violence." OHSR, s. 23(a)</p>	<p>Where a risk of injury from violence is identified in a risk assessment, the employer shall: "(a) establish procedures, policies and work environment arrangements to eliminate the risk to workers from violence; and (b) where elimination of the risk to workers is not possible, establish procedures, policies and work environment arrangements to minimize the risk to workers." OHSR, s. 23</p>	<p>"An employer shall inform workers who may be exposed to the risk of violence of the nature of the risk and the precautions that may be taken." OHSR, s. 24(1)</p> <p>"The duty to inform workers in subsection (1) includes a duty to provide information related to the risk of violence from persons who have a history of violent behaviour and whom workers are likely to encounter in the course of their work." OHSR, s. 24(2)</p>	<p>General obligations: "An employer shall, within 3 days after an accident happens to a worker that results in a serious injury to the worker, provide written notice to the minister" OHSR, s. 10(2)</p>	<p>Occupational Health and Safety Regulations: http://www.assembly.nl.ca/legislation/sr/annualregs/2009/nr090070.htm</p> <p>Occupational Health and Safety Act: http://www.assembly.nl.ca/legislation/sr/statutes/o03.htm</p> <p>Other relevant sites:</p> <p>Workplace Health, Safety and Compensation Commission of Newfoundland and Labrador: http://www.whscc.nf.ca/</p> <p>Labour Standards Act: http://assembly.nl.ca/Legislation/sr/statutes/l02.htm</p> <p>Labour Relations Board: https://www.gov.nl.ca/lrb/</p>

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							Newfoundland and Labrador Human Rights Commission: http://www.justice.gov.nl.ca/hrc/index.html

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<p>Northwest Territories Occupational Health and Safety Regulations, R-039-2015 ['OHSR']</p>	<p>Workplace Violence: The “attempted, threatened or actual conduct of an individual that causes or is likely to cause injury, such as a threatening statement or behaviour that gives a worker a reasonable belief that he or she is at risk of injury.” OHSR, s. 35(1)</p> <p>Workplace Harassment: “A course of vexatious comment or conduct at a work site that (a) is known or ought reasonably to be known to be unwelcome; and (b) constitutes a threat at the work site to the health or safety of a worker.” OHSR, s. 34(1)</p> <p>“To constitute harassment for the purposes of subsection (1), any one of the following must have occurred: (a) repeated conduct, comments, displays, actions or gestures; or</p>	<p>The violence prevention policy must include "the identification of the work site or work sites where violence has occurred or could reasonably be expected to occur." OHSR, s. 35(4)(b)</p>	<p>"An employer shall, at a work site where violence has occurred or could reasonably be expected to occur, after consultation with the Committee or representative or, if no Committee or representative is available, the workers, develop and implement a written policy to deal with potential violence." OHSR, s. 35(3)</p> <p>An employer shall develop and implement a written harassment prevention policy in consultation with the Committee or representative (or, if no Committee or representative is available, the workers). OHSR, s. 34(4)</p>	<p>The violence prevention policy must include the employer's commitment to "eliminate or reduce the risk of violence at the work site." OHSR, s. 35(4a)</p> <p>The violence prevention policy must include "the actions the employer will take to eliminate or reduce the risk of violence, including the use of personal protective equipment, administrative arrangements and engineering control." OHSR, s. 35(4)(e)</p> <p>The harassment prevention policy will include “a commitment that the employer will make every reasonable effort to ensure that workers are not subjected to harassment.” OHSR, s. 34(4)(c)</p>	<p>The violence prevention policy must include "the identification of the work site or work sites where violence has occurred or could reasonably be expected to occur; (c) the identification of staff positions at the work site that were, or could reasonably be expected to be, exposed to violence; (d) the procedure to be followed by the employer to inform workers of the nature and extent of risk from violence, including information in the employer’s possession about the risk of violence from individuals who have a history of violent behaviour and whom workers are likely to encounter in the course of their work, unless the disclosure is prohibited by law." OHSR, s. 35(4)(c)(d)</p> <p>The violence prevention policy must include "the employer’s commitment to</p>	<p>The violence prevention policy must include "(f) the procedure to be followed by a worker who is exposed to violence to report the incident to the employer; (g) the procedure the employer will follow to document and investigate violence reported under paragraph (f) (h) a recommendation that a worker who has been exposed to violence consult the worker’s physician for treatment or referral for post-incident counselling" OHSR, s. 35(4)(f)(g)(h)</p> <p>The harassment prevention policy will include "a commitment that the employer will take corrective action respecting any individual who subjects</p>	<p>Occupational Health and Safety Regulations: https://www.justice.gov.nt.ca/en/files/legislation/safety/safety.r8.pdf?t1446244135517</p> <p>Safety Act: https://www.justice.gov.nt.ca/en/files/legislation/safety/safety.a.pdf</p> <p>Other relevant sites:</p> <p>Northwest Territories WorkSafe: http://www.worksafe.nt.gov.au/Pages/default.aspx</p> <p>Employment Standards Act: https://www.justice.gov.nt.ca/en/files/legislation/employment-standards/employment-standards.a.pdf</p> <p>Education, Culture and Employment: https://www.ece.gov.nt.ca/en/services/employment-standards</p>

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	<p>(b) a single, serious occurrence of conduct, or a single, serious comment, display, action or gesture, that has a lasting, harmful effect on the worker's health or safety. OHSR, s. 34(2)</p>				<p>provide training programs for workers that include (i) the means to recognize potentially violent situations, (ii) procedures, work practices, administrative arrangements and engineering controls to eliminate or reduce the risk of violence to workers, (iii) the appropriate responses of workers to violence, including how to obtain assistance, and (iv) procedures for reporting violence" OHSR, s. 35(4)(i)</p> <p>The harassment prevention policy will include "an explanation of how harassment complaints may be brought to the attention of the employer" OHSR, s 34(4)(e)</p>	<p>any worker to harassment." OHSR, s. 34(4)(d)</p>	<p>Northwest Territories Human Rights Commission: http://nwthumanrights.ca/</p>

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<p>Nova Scotia Violence in the Workplace Regulations, N.S. Reg. 209/2007 ['VWR']</p> <p>Occupational Health and Safety Act, S.N.S. 1996, c. 7 ['OHSA']</p>	<p>Workplace Violence: "(i) Threats, including a threatening statement or threatening behaviour that gives an employee reasonable cause to believe that the employee is at risk of physical injury, (ii) Conduct or attempted conduct of a person that endangers the physical health or physical safety of an employee." VWR, s. 2(f)</p>	<p>"An employer must conduct a violence risk assessment for each of their workplaces in accordance with this Section to determine if there is a risk of violence in the workplace and prepare a written report concerning the violence risk assessment detailing the extent and nature of any risk identified by the assessment." VWR, s. 5(1)</p>	<p>"An employer must establish and implement a workplace violence prevention plan for each workplace for which a significant risk of violence is identified through a violence risk assessment or that an officer orders a plan for." VWR, s. 7(1)</p>	<p>An employer must take "reasonable measures to minimize and, to the extent possible, eliminate the risk of violence in the workplace." VWR, s. 7(2)(bi)</p>	<p>"An employer must provide an employee who is exposed to a significant risk of violence in a workplace with information on the nature and extent of the risk and on any factors that may increase or decrease the extent of the risk." VWR, s. 10(1)</p> <p>"An employer must provide adequate training on all of the following for any employee who is exposed to a significant risk of violence: (a) The rights and responsibilities of employees under the Act; (b) The workplace violence prevention statement; (c) The measures taken by the employer to minimize or eliminate the risk of violence; (d) How to recognize a situation in which there is a potential for violence and how to respond appropriately; (e) How to respond to an incident of violence,</p>	<p>"An employer must ensure that incidents of violence in a workplace are documented and promptly investigated to determine their causes and the actions needed to prevent reoccurrence" VWR, s. 13(1)</p>	<p>Violence in the Workplace Regulations: http://www.novascotia.ca/Just/regulations/regs/ohsviolence.htm</p> <p>Occupational Health and Safety Act: http://nslegislature.ca/legc/statutes/occupational%20health%20and%20safety.pdf</p> <p>Other relevant sites:</p> <p>Workers' Compensation Board of Nova Scotia: http://www.worksafeforlife.ca/</p> <p>Labour Standards Code: http://nslegislature.ca/legc/statutes/labour%20standards%20code.pdf</p> <p>Occupational Health and Safety Division: http://novascotia.ca/lae/ohs/</p>

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					including how to obtain assistance; (f) How to report, document and investigate incidents of violence." VWR, s. 11(1)		Nova Scotia Human Rights Commission: http://humanrights.gov.ns.ca/

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<p>Nunavut Consolidation of Safety Act, R.S.N.W.T., 1988, c.S-1 ['SA']</p> <p>Consolidation of General Safety Regulations, R.R.N.W.T. 1990,c.S-1 ['GSR']</p>	<p>There is no definition for workplace violence or for workplace harassment at this time.</p>	<p>General obligations: "Every employer shall maintain his or her establishment in such a manner that the health and safety of persons in the establishment are not likely to be endangered." SA, s. 4(1)(a)</p> <p>General obligations: "Every employer shall conduct regular inspections of structures and places of employment and review work practices at intervals that will ensure that safe working conditions are maintained." GSR, s. 3(e)</p>	<p>General obligations: If directed by the Chief Safety Officer, a Joint Work Site Health and Safety Committee, comprised of workers and representatives of the employer, shall make recommendations for the improvement of the health and safety of workers at the work site. SA, s. 7(1)(2)(3)</p> <p>General obligations: "An accident prevention program shall be initiated and maintained by an employer with 10 or more workers in one area or settlement." GSR, s. 4</p>	<p>General obligations: "Every employer shall take all reasonable precautions and adopt and carry out all reasonable techniques and procedures to ensure the health and safety of every person in his or her establishment." SA, s.4(1b)</p> <p>General obligations: "Every employer shall correct any condition that constitutes a hazard to workers and ensure that no person other than those workers necessary to correct the condition could be exposed to the hazard." GSR, s. 3(f)</p>	<p>General obligations: Every employer shall ensure that his or her workers understand the provisions of the Safety Act and the regulations that pertain to his or her establishment. SA, s. 4(6)(b)</p> <p>General obligations: "An employer shall ensure the adequate instruction of each worker in the safe performance of his or her duties." GSR, s. 9</p>	<p>General obligations: "On refusing to work, the worker shall promptly report the circumstances of his or her refusal to the employer or supervisor who shall without delay investigate the report and take steps to eliminate the unusual danger" SA, s. 13(3)</p> <p>General obligations: "Every employer shall initiate the prompt investigation of every accident to determine the action necessary to prevent a recurrence." GSR, s. 3(h)</p>	<p>Safety Act: http://www.wscn.nt.ca/sites/default/files/documents/Safety%20Act%20-%20Nunavut%20-%20EN.pdf</p> <p>General Safety Regulations: http://www.wscn.nt.ca/sites/default/files/documents/General%20safety%20Regs%20(NU)%20EN_0.pdf</p> <p>Other relevant sites:</p> <p>Workers' Safety and Compensation Commission: http://www.wscn.nt.ca/</p> <p>Consolidation of Labour Standards Act: http://nu-lsco.ca/phocadownloadp/Labour%20Standards%20Act%20Consolidation.pdf</p>

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							Labour Standards Compliance Office: http://nu-lsco.ca/ Nunavut Human Rights Tribunal: http://www.nhrt.ca/english/general_information

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Ontario Occupational Health and Safety Act, R.S.O. 1990, c. O.1 ['OHSA']	<p>Workplace Violence: Workplace violence is defined as "a) the exercise of physical force by a person against a worker, in a workplace, that causes or could cause physical injury to the worker; b) an attempt to exercise physical force against a worker, in a workplace, that could cause physical injury to the worker, or c) a statement or behaviour that is reasonable for a worker to interpret as a threat to exercise physical force against the worker, in a workplace, that could cause physical injury to the worker." OHSA, s.1</p> <p>Workplace Harassment: "Engaging in a course of vexatious comment or conduct against a worker in a workplace that is known or ought reasonably to be known to be unwelcome." OHSA, s. 1</p>	<p>"An employer shall assess the risks of workplace violence that may arise from the nature of the workplace, the type of work or the conditions of work." OHSA, s. 32.0.3(1)</p>	<p>An employer shall prepare a policy with respect to workplace violence and workplace harassment. OHSA, s. 32.0.1(1)</p> <p>"The policies shall be in written form and shall be posted at a conspicuous place in the workplace." OHSA, s. 32.0.1.(2)</p> <p>"An employer shall develop and maintain a program to implement the policy with respect to workplace violence" OHSA, s. 32.0.2(1)</p> <p>"An employer shall, in consultation with the committee or a health and safety representative, if any, develop and maintain a written program to implement the policy with respect to workplace harassment" OHSA, 32.0.6(1)</p>	<p>An employer shall develop a program which includes "measures and procedures to control the risks identified in the assessment required under subsection 32.0.3 (1) as likely to expose a worker to physical injury." OHSA, s. 32.0.1(1), s. 32.0.1(2)(a)</p> <p>"If an employer becomes aware, or ought reasonably to be aware, that domestic violence that would likely expose a worker to physical injury may occur in the workplace, the employer shall take every precaution reasonable in the circumstances for the protection of the worker." OHSA, s. 32.0.4</p> <p>"A worker may refuse to work or do particular work where he or she has reason to believe that workplace violence is likely to endanger himself or herself."</p>	<p>"An employer shall provide a worker with information and instruction that is appropriate for the worker on the contents of the policy and program with respect to workplace violence." OHSA, s. 32.0.5(2)(a)</p> <p>"An employer's duty to provide information to a worker under clause 25 (2)(a) and a supervisor's duty to advise a worker under clause 27 (2)(a) include the duty to provide information, including personal information, related to a risk of workplace violence from a person with a history of violent behaviour" OHSA, s. 32.0.5(3)</p> <p>"An employer shall provide a worker with information and instruction that is appropriate for the worker on the contents of the policy and program with respect to workplace harassment." OHSA, s. 32.0.8(b)</p>	<p>An employer shall develop a program which includes "how the employer will investigate and deal with incidents or complaints of workplace violence." OHSA, s. 32.0.2(2)(d)</p> <p>"An employer shall ensure that an investigation is conducted into incidents and complaints of workplace harassment that is appropriate in the circumstances." OHSA, s. 32.0.7(1)(a)</p>	<p>Occupational Health and Safety Act: https://www.ontario.ca/laws/statute/90o01#BK56</p> <p>Other relevant sites:</p> <p>Workplace Safety and Insurance Board: http://www.wsib.on.ca/en/community/WSIB</p> <p>Employment Standards Act: https://www.ontario.ca/laws/statute/00e41</p> <p>Ministry of Labour: http://www.labour.gov.on.ca/english/hs/</p> <p>Ontario Human Rights Commission: http://www.ohrc.on.ca/en</p>

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	<p>Workplace Sexual Harassment: Defined as "(a) engaging in a course of vexatious comment or conduct against a worker in a workplace because of sex, sexual orientation, gender identity or gender expression, where the course of comment or conduct is known or ought reasonably to be known to be unwelcome, or (b) making a sexual solicitation or advance where the person making the solicitation or advance is in a position to confer, grant or deny a benefit or advancement to the worker and the person knows or ought reasonably to know that the solicitation or advance is unwelcome." OHSA, s. 1</p> <p>Domestic Violence: "If an employer becomes aware, or ought reasonably to be aware, that domestic violence that would likely</p>			<p>OHSA, s. 43(3)(b.1)</p> <p>"Until the investigation is completed, the worker shall remain in a safe place that is as near as reasonably possible to his or her work station." OHSA, s. 43(5)(a)</p>	<p>An employer shall develop a program which includes procedures for workers to report incidents of workplace harassment, information on how incidents of workplace harassment will be investigated and dealt with, including corrective actions. OHSA, s. 32.0.6(2)</p>		

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	<p>expose a worker to physical injury may occur in the workplace, the employer shall take every precaution reasonable in the circumstances for the protection of the worker." OHSA, s. 32.04</p>						

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<p>Prince Edward Island Occupational Health and Safety Act, General Regulations, EC180/87 ['GR']</p> <p>Occupational Health and Safety Act, R.S.P.E.I. 1988, c.O-1.01 ['OHSA']</p>	<p>Workplace Violence: "The threatened, attempted or actual exercise of any physical force by a person other than a worker that can cause, or that causes, injury to a worker, and includes any threatening statement or behaviour that gives a worker reasonable cause to believe that he or she is at risk of injury." GR, s. 52.1</p>	<p>"An employer shall conduct a risk assessment of the workplace to determine whether or not a risk of injury to workers from violence arising out of their employment may be present." GR, s. 52.2(1)</p>	<p>If a risk of injury to a worker from violence is identified by a risk assessment, "the employer shall establish procedures, policies and work environment arrangements." GR, s. 52.3</p>	<p>The employer shall establish procedures and policies to "eliminate the risk of violence to workers in that workplace, or if elimination of the risk is not possible, minimize the risk of violence to workers in that workplace." GR, s. 52.3(ai)(a)(ii)</p>	<p>An employer shall "An employer shall inform workers who may be exposed to the risk of violence in the workplace of the nature and extent of the risk." GR, s. 52.4(1)</p> <p>"An employer shall instruct workers who may be exposed to the risk of violence in</p> <p>(a) the means of recognition of the potential for violence;</p> <p>(b) the procedures, policies and work environment arrangements developed under section 52.3; and</p> <p>(c) the appropriate response to incidents of violence in the workplace, including how to obtain assistance." GR, s. 52.4(3)</p>	<p>"An employer shall ensure that a worker who reports an injury or adverse symptom resulting from workplace violence is advised to consult a physician of the worker's choice for treatment or a referral." GR, s. 52.5</p>	<p>General Regulations: https://www.princeedwardisland.ca/sites/default/files/legislation/o1-01g.pdf</p> <p>Occupational Health and Safety Act: https://www.princeedwardisland.ca/sites/default/files/legislation/o-01_01.pdf</p> <p>Other relevant sites:</p> <p>Workers Compensation Board of PEI: http://www.wcb.pe.ca/</p> <p>Employment Standards Act: https://www.princeedwardisland.ca/sites/default/files/legislation/e-06-2.pdf</p> <p>Labour Relations Division http://www.gov.pe.ca/labour/</p>

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							Prince Edward Island Human Rights Commission: http://www.gov.pe.ca/humanrights/

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<p>Quebec</p> <p>An Act Respecting Labour Standards, R.S.Q., c. N-1.1. ['LS Act']</p> <p>An Act Respecting Occupational Health and Safety, R.S.Q., c. S-2.1 ['OHSA']</p> <p>Regulation Respecting Occupational Health and Safety, S-2.1, r. 13</p>	<p>Psychological Harassment:</p> <p>"...any vexatious behaviour in the form of repeated and hostile or unwanted conduct, verbal comments, actions or gestures, that affects an employee's dignity or psychological or physical integrity and that results in a harmful work environment for the employee."</p> <p>LS Act, s. 81.18</p>	<p>General obligations:</p> <p>Every employer must "use methods and techniques intended for the identification, control and elimination of risks to the safety or health of the worker."</p> <p>OHSA, s. 51(5)</p>	<p>General obligations:</p> <p>Every employer must "ensure that the organization of the work and the working procedures and techniques do not adversely affect the safety or health of the worker."</p> <p>OHSA, s. 51(3)</p>	<p>"Employers must take reasonable action to prevent psychological harassment and, whenever they become aware of such behaviour, to put a stop to it."</p> <p>LS Act, s. 81.19</p> <p>General obligations:</p> <p>Every employer must "use methods and techniques intended for the identification, control and elimination of risks to the safety or health of the worker."</p> <p>OHSA, s. 51(5)</p>	<p>General obligations:</p> <p>Every employer must "give the worker adequate information as to the risks connected with his work and provide him with the appropriate training, assistance or supervision to ensure that he possesses the skill and knowledge required to safely perform the work assigned to him."</p> <p>OHSA, s. 51(9)</p>	<p>An employee who believes he/she has been the victim of psychological harassment may file a complaint in writing with the Commission within 90 days of the last incidence.</p> <p>LS Act, s. 123.6, s. 123.7</p> <p>General obligations:</p> <p>"Every employer must inform the Commission of an incident, by the most rapid means of communication, and, within 24 hours, make a written report to it"</p> <p>OHSA, s. 62</p>	<p>An Act Respecting Labour Standards:</p> <p>http://www2.publicationsduquebec.gouv.qc.ca/dynamicSearch/telecharge.php?type=2&file=/N_1_1/N_1_1_A.html</p> <p>An Act Respecting Occupational Health and Safety:</p> <p>http://www2.publicationsduquebec.gouv.qc.ca/dynamicSearch/telecharge.php?type=2&file=/S_2_1/S2_1_A.html</p> <p>Regulation Respecting Occupational Health and Safety:</p> <p>http://www2.publicationsduquebec.gouv.qc.ca/dynamicSearch/telecharge.php?type=3&file=/S_2_1/S2_1R13_A.HTM</p> <p>Other relevant sites:</p> <p>Commission des normes, de l'équité, de la santé et de la sécurité du travail:</p>

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							<p>http://www.csst.qc.ca/en/Pages/all_english_content.aspx</p> <p>Act Respecting Labour Standards: http://legisquebec.gouv.qc.ca/en/showdoc/cs/N-1.1</p> <p>Employment and Labour: http://www.gouv.qc.ca/EN/LeQuebec/Pages/Emploi-et-travail.aspx</p> <p>Quebec Human Rights Commission: http://www.cdpcj.qc.ca/en/Pages/default.aspx</p>

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<p>Saskatchewan Occupational Health and Safety Regulations, 1996, R.R.S. c. O-1.1 ['Regs']</p> <p>Occupational Health and Safety Act, 1993, S.S. 1993, c. O-1.1 ['OHSA']</p> <p>Saskatchewan Employment Act, 1995, S-15.1, ['SEA']</p>	<p>Workplace Violence: "the attempted, threatened or actual conduct of a person that causes or is likely to cause injury, and includes any threatening statement or behaviour that gives a worker reasonable cause to believe that the worker is at risk of injury." Regs, s. 37(1)</p> <p>Workplace Harassment: Any inappropriate conduct, comment, display, action or gesture by a person based on race, creed, religion, colour, sex, sexual orientation (or other protected grounds) that adversely affects the worker's psychological or physical well-being or constitutes a threat to the worker's health or safety. OHSA, s. 2(1)(l), SEA, 3-1(1)(l)</p> <p>The following constitutes harassment: "repeated conduct, comments, displays, actions or gestures must be</p>	<p>"An employer of workers at a late night retail premises shall conduct a workplace hazard assessment in accordance with an approved industry standard." Regs, s. 37(2)</p>	<p>"An employer at a prescribed place of employment where violent situations have occurred or may reasonably be expected to occur shall develop and implement a written policy statement and prevention plan to deal with potentially violent situations after consultation with: (a) the occupational health committee; (b) the occupational health and safety representative; or (c) the workers, if there is no occupational health committee and no occupational health and safety representative." OHSA, 14(1)(a)(b)(c), see also SEA, s. 3-21(1)(a)(b)(c)</p> <p>An employer shall develop a policy in writing to prevent and deal with violence. Regs, s. 37(3)</p>	<p>A policy statement will include the actions an employer will take to "minimize or eliminate the risk, including the use of personal protective equipment, administrative arrangements and engineering controls." Regs, s. 37(3)(e)</p> <p>An employer of workers at late night retail premises shall establish "measures to ensure good visibility into and out of the premises" Regs, s. 37(5)(c)</p> <p>The harassment prevention policy shall include "a commitment that the employer will make every reasonably practicable effort to ensure that no worker is subjected to harassment." Regs, s. 36(1)(c)</p> <p>"Every employer shall ensure, insofar as is reasonably practicable,</p>	<p>The employer is required to inform workers of the nature and extent of risk from violence, including, except where the disclosure is prohibited by law, any information in the employer's possession related to the risk of violence from persons who have a history of violent behaviour and whom workers are likely to encounter in the course of their work. Regs, s. 37(3)(d)</p> <p>"The employer's commitment to provide a training program for workers that includes: (i) the means to recognize potentially violent situations; (ii) procedures, work practices, administrative arrangements and engineering controls that have been developed to minimize or eliminate the risk to workers; (iii) the appropriate responses of workers to incidents of violence,</p>	<p>A policy statement will include "the procedure to be followed by a worker who has been exposed to a violent incident to report the incident to the employer and the procedure the employer will follow to document and investigate a violent incident" Regs, s. 37(3)(f), s. 37(3)(g)</p> <p>The harassment prevention policy shall include "a commitment that the employer will take corrective action respecting any person under the employer's direction who subjects any worker to harassment." Regs, s. 36(1)(d)</p>	<p>Occupational Health and Safety Regulations: http://www.qp.gov.sk.ca/documents/English/Regulations/Regulations/O1-1R1.pdf</p> <p>OHSA: http://www.publications.gov.sk.ca/freelaw/documents/English/Statutes/Regulated/O1-1.pdf</p> <p>Saskatchewan Employment Act: http://www.publications.gov.sk.ca/freelaw/documents/English/Statutes/Statutes/S15-1.pdf</p> <p>Other relevant sites:</p> <p>WorkSafe Saskatchewan: http://www.worksafesask.ca/</p>

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	<p>established; or a single, serious occurrence of conduct, or a single, serious comment, display, action or gesture, that has a lasting, harmful effect on the worker must be established.”</p> <p>OHSA, s. 2(3), see also SEA, s. 3-1(4)</p>		<p>An employer of workers at late night retail premises shall develop “written safe cash handling procedures that minimize the amount of money that is readily accessible”</p> <p>Regs, s. 37(5)(a)</p> <p>“An employer, in consultation with the committee, shall develop a policy in writing to prevent harassment”</p> <p>Regs, s. 36(1)</p>	<p>that the employer’s workers are not exposed to harassment with respect to any matter or circumstance arising out of the workers’ employment.”</p> <p>SEA, s. 3-8(d)</p>	<p>including how to obtain assistance; and</p> <p>(iv) procedures for reporting violent incidents.”</p> <p>Regs, s. 37(3)(i)</p> <p>The harassment prevention policy shall include “an explanation of how complaints of harassment may be brought to the attention of the employer.”</p> <p>Regs, s. 36(1)(e)</p> <p>The harassment prevention policy shall include “a description of the procedure that the employer will follow to inform the complainant and the alleged harasser of the results of the investigation.”</p> <p>Regs, s. 36(1)(i)</p>		<p>Labour Relations and Workplace Safety:</p> <p>https://www.saskatchewan.ca/government/government-structure/ministries/labour-relations-and-workplace-safety</p> <p>Saskatchewan Human Rights Commission:</p> <p>http://saskatchewanhumanrights.ca/</p>

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Yukon Occupational Health and Safety Act, R.S.Y. 2002, c. 159 ['OSHA']	There is no definition for workplace violence or for workplace harassment at this time.	n/a	General obligations: Every employer shall ensure that "work techniques and procedures are adopted and used that will prevent or reduce the risk of occupational illness and injury." OHSA, s. 3(1)(b)	General obligations: Every employer shall ensure that "the workplace, machinery, equipment, and processes under the employer's control are safe and without risks to health." OHSA, s. 3(1)(a)	General obligations: Every employer shall ensure that "workers are given necessary instruction and training and are adequately supervised, taking into account the nature of the work and the abilities of the workers." OHSA, s. 3(1)(c)	General obligations: "Every worker shall, so far as is reasonably practicable report immediately to their immediate supervisor any situation which they have reason to believe would present a hazard and which they cannot correct." OHSA, s. 9(d) General obligations: "If a serious injury or a serious accident takes place at or on any work, undertaking, or business, the employer or person responsible for that place of work, undertaking, or business shall immediately, or as soon as reasonably practicable, give notice to a safety officer, or the office of a safety officer, of the injury or accident." OHSA, s. 30(2)	Occupational Health and Safety Act: http://yukonregs.ca/RegsPublic/Home/Details/8137 Other relevant sites: Yukon Workers' Compensation Health and Safety Board: http://www.wcb.yk.ca/Default.aspx Employment Standards Act: http://www.gov.yk.ca/legislation/acts/emst_c.pdf Department of Community Services: http://www.community.gov.yk.ca/es.html Yukon Human Rights Commission: http://www.yhrc.yk.ca/

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