

# [Guidelines for Drafting and Implementing a Workplace Violence Policy](#)



The Occupational Health and Safety Act, Regulation and Code of Alberta establish employer obligations regarding workplace violence and harassment prevention. Employers are required to maintain policies, procedures, training and response measures that address workplace violence and harassment risks in the workplace.

Current Alberta occupational health and safety legislation requires employers to assess workplace hazards, implement appropriate prevention and reporting procedures, provide worker training, and respond appropriately to incidents of workplace violence or harassment.

Workplace violence and harassment include any inappropriate conduct, comment, display, action or gesture that can reasonably be expected to cause physical or psychological harm, intimidation, offence or distress to a worker.

Failure to comply with applicable Occupational Health and Safety legislation may result in regulatory enforcement actions, penalties or other legal consequences.

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