




LAWSCAPE: The Law of Workplace Bullying & Cyberbullying



KEY	
	Employer OHS duty to prevent act/threat of psychological and physical harm
	Employer OHS duty to prevent act/threat of physical harm only
	OHS duty to prevent act/threat of physical and psychological harm may be implied under general duty clause

NOTES

- Federal OHS law imposes employer duty to prevent act/threat of physical and psychological harm
- In QC, the duty to prevent psychological harassment is part of *Labour Standards Act*
- All jurisdictions ban workplace harassment and bullying based on race, sex, religion and other personal characteristics protected by human rights laws
- Federal Bill C-13 makes acts of cyberbullying a crime
- Nova Scotia *Cyber-Safety Act* gives cyberbullying victims right to sue for money damages

<https://hrinsider.ca/workplace-bullying-the-5-liability-risks-how-to-manage-them>