

Workplace Harassment and Violence Prevention Policy



OHS laws require employers to implement measures to prevent workplace harassment and resolve incidents that occur. Here's a template you can adapt for your own workplace. Caveat: This template is based on federal OHS regulations, because they're the most advanced model and the one other jurisdictions are moving toward. However, the federal requirements, which are also now being applied to some degree in Alberta, New Brunswick, Newfoundland, Prince Edward Island, Quebec and Yukon, are also more stringent than those of other jurisdictions, particularly the requirements for investigating and resolving complaints of harassment set out in Section 10. Accordingly, employers who aren't subject to the regulations of the jurisdictions listed above should recognize that these policy provisions constitute best practices that may go beyond what their OHS laws actually require. That includes the requirement that all measures be taken jointly with the JHSC or health and safety representative.