



Work Safe BC Has Introduced Workplace Bullying and Harassment Policies

Work Safe BC has introduced Health and Safety policies concerning workplace bullying and harassment to be implemented through policies in every workplace.

The new policies establish the duty and obligation of employers and employees to address workplace bullying and harassment.

Employers must take “all reasonable steps” to prevent or minimize workplace bullying and harassment.

The definition of workplace bullying and harassment is very broad, and includes “any inappropriate conduct or comment by a person towards a worker that the person knew or reasonably ought to have known would cause that worker to be humiliated or intimidated.” This will place some onus on employees to take reasonable judgment when speaking to other employees.

There will be allowances made for the normal management and discipline and worker reviews in the workplace. The Work Safe BC Prevention Manual will be updated to include these new policies by November 1, 2013. It would be wise to study this as it proceeds and be ready, if you have not already done so to implement policies in your office and employee manuals to address this.

Work Safe BC will, as is normally the case, publish guidelines in due course to assist employers. Employers will be required to have policies and procedures in place to address these new obligations

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