

Workplace Harassment and Violence Prevention Policy



For purposes of this Policy, 'harassment and violence' means any action, conduct or comment, including of a sexual nature, that can reasonably be expected to cause offence, humiliation or other physical or psychological injury or illness to an employee. Such action, conduct or comments may come from superiors, co-workers, customers, clients, members of the public and other third persons an employee is reasonably likely to encounter in the course of his/her work for ABC Company. Examples (this list is not meant to be exhaustive):

- Physical attacks like hitting, shoving, pushing, kicking, biting, pinching, or inciting an
- animal to attack.
- Brandishing a weaponing, shaking fists in front of, or pushing a worker;
- Any expression of intent, written or verbal, to inflict physical force that could cause
- physical injury;
- Body language or behaviours that leave little doubt in the mind of the worker that the perpetrator intends to cause physical injury;
- Harsh and excessive criticism of a personal and non-constructive nature;
- Spreading rumours designed to harm a person's reputation or put the person in a negative light;
- Spying or stalking, including online;
- Ridiculing a person on the basis of physical appearance, beliefs or personal characteristics;
- Name calling and teasing;
- Unwelcome practical jokes; and
- Slurs, offensive remarks or other treatment that would constitute discrimination on the basis of race, ethnicity, national origin, religion, age, gender, family status, disability, sexual orientation, political belief, criminal record or other grounds protected by the HR Code.

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.