

Workplace Harassment Policy



BENEFITS

Many jurisdictions in Canada bar **harassment** in the workplace under their OHS, human rights and/or employment or labour standards laws. So it's important for all employers to make reasonable efforts to provide a harassment-free work environment. Having a harassment policy that explains what conduct is considered harassment, how to report such conduct and what will be done in response to such reports is a critical part of those efforts. (Note that **new workplace harassment and sexual harassment requirements** take effect in Ontario on **Sept. 8, 2016.**)

HOW TO USE THE TOOL

Although this model policy was created specifically for employers in **Ontario**, you can adapt it for your HR policies, OHS program and the requirements in your jurisdiction's applicable laws. The policy should be signed by the highest level of management in the company or at the workplace. Give it to all employees, including senior management, supervisors and workers (full- and part-time) and ensure that they're trained on and understand the policy.

OTHER RESOURCES:

Code of Practice to Address Workplace Harassment under Ontario's OHS Act

Model Anti-Harassment Policy

Can You Recognize a Workplace Bully'

Traps to Avoid: Not Taking Harassment Complaints Seriously