

PREVENTING BULLYING AND HARASSMENT IN THE WORKPLACE

Everyone deserves a workplace where they feel respected, supported and productive. Harassment has no place in a healthy environment, and each of us plays an important part in preventing it.

A safe, respectful and harassment-free workplace strengthens both mental and physical well-being, reduces stress and empowers people to do their best work.

February 25th is Pink Shirt Day, a national anti-bullying initiative aimed at raising awareness and promoting respect.

TIPS FOR PREVENTING BULLYING AND HARASSMENT:

- WHAT IS IT?
- KNOW YOUR ROLE
- HOW TO REPORT



BC Forest Safety

Safety is **good** business

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BULLYING AND HARASSMENT

A worker is considered to be bullied or harassed when someone behaves in a way that they know - or reasonably should know - would humiliate or intimidate that worker.

Examples of behaviours or comments that may constitute bullying or harassment include:

- Verbal aggression or insults
- Harmful hazing or initiation practices
- Spreading malicious rumours
- Using derogatory names
- Damaging someone's personal belongings

Reasonable actions taken by an employer or supervisor to manage and direct employees are not considered bullying or harassment (see OHS policy P2-21-2 for details).

RESPONSIBILITIES

LEADERS / MANAGERS / SUPERVISORS

- Do not engage in bullying or harassment
- Follow and enforce the organization's bullying and harassment policies and procedures

WORKERS

- Do not engage in bullying or harassment
- Report any bullying or harassment you witness or experience
- Follow your employer's bullying and harassment policies and procedures

HOW TO REPORT WORKPLACE BULLYING AND HARASSMENT

If you witness or experience bullying or harassment at work, you are required to report it to your employer.

- If your employer does not take reasonable steps to address the situation, you can contact the WorkSafeBC Prevention Information Line 24/7 at 1.888.621.7233 (SAFE) to speak with a prevention officer.
- If the issue remains unresolved after reporting it to your employer and speaking with a prevention officer, you can submit a Bullying and Harassment Questionnaire online to start a formal inquiry.

REMEMBER:

Creating a safe, respectful workplace is everyone's responsibility.



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