



Effective June 30, 2018, the Alberta OHS Act and Code includes the following new rules in relation to workplace harassment and violence prevention. An employer must:

- Define workplace harassment and violence in all forms, including domestic and sexual violence
- Investigate incidents of violence and harassments, and take corrective action
- Develop separate violence and harassment prevention plans
- Review the plans at least every three years
- Advise workers of treatment options if harmed by violence or harassment; workers are entitled to wages and benefits while attending treatment programs

The 2019 COR Audit Protocol now includes Element C.5: Workplace Harassment and Violence and Prevention, which has eight questions.

Employers must develop and implement workplace harassment and violence prevention programs. The programs must:

- Include a prevention policy and prevention procedures
- Be in writing and readily available for reference by employees at each work site, either in hard copy or electronically.

For additional information, Part 27 of the [Alberta OHS Code](#) lists the requirements for developing policies and procedures in relation to harassment and violence prevention.

NOTE: Provided all legislative requirements are met, employers can decide how the information is organized. For example, you may combine the two prevention policies into one document.

Resources for [samples and templates](#).