

# New Federal Regulations - Workplace Harassment, Bullying and Violence



## Did You Know?

- » 37% of Canadian workers report they have been bullied.
- » 72% of the people bullying others hold a position of authority.<sup>1</sup>

Bill C-65 - the [Workplace Harassment and Violence Regulations](#), will come into force, along with the accompanying [code provision](#), on January 1, 2021. These regulations have requirements for preventing bullying in the workplace.

While Bill C-65 focuses on federally regulated employers, the Workplace Harassment and Violence Regulations include aspects that all employers should have in place. Even if these regulations do not impact your workforce directly, employers should work towards increased awareness and establish workplace policies and procedures to prevent bullying.

Each employer should have:

- Workplace harassment and violence prevention policy.
- Workplace assessment to identify risks and address preventative measures.
- Trained assessors who can recognize and help prevent workplace violence.
- A designated person—provided with appropriate training—to whom workers should report occurrences of bullying or harassment.
- Process for investigations and resolution.

## Tips for Dealing with Bullying in the Workplace:

Employers and workers should consider the following when addressing workplace bullying or harassment:

### Identify the type of bullying

- Unrealistic job demands.
- Unreasonable criticism.
- Creating an inconsistent or unfair work environment.
- Not giving credit where it is due.
- Insults, putdowns, yelling, screaming, and other abusive behavior.

### What you can do if you think you have been bullied

- If you feel comfortable, tell the bully that you want the behaviour to stop.
- Seek assistance from senior management.
- Document specifics, time and date.

<sup>1</sup> [Workplace Bullying Institute](#)

## **Determine a plan to resolve the bullying**

- Establish and protect boundaries.
- Address the behaviour in a professional setting if you feel comfortable
- Follow internal complaint processes.
- Seek third party mediation.
- Seek legal advice if necessary.
- Contact your Employee Assistance Program (EAP) or other local help-line resources.
- Do not blame yourself.

## **Resources:**

- [Canada Safety Council - Working with a Bully](#)
- [Government of Alberta - Workplace Harassment and Violence](#)
- [WorkSafeBC - Bullying and Harassment](#)
- [Government of Saskatchewan - Bullying and Harassment in the Workplace](#)