

A Safe Workplace

A Workplace Safety and Health Manual for Your Community

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		Approved By: Harvey Bostrom
Subject:	Community Harassment Prevention	Effective: April 01, 2005
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The Manitoba Workplace Safety and Health Act and Regulations, Part 10 states "An employer must develop and implement a written policy to prevent harassment in the workplace safety and ensure that workers comply with the harassment prevention policy."

Harassment as defined by *The Manitoba Workplace Safety and Health Act and Regulations* "means any objectionable conduct, comment or display by a person that

- (a) is directed at a worker in a workplace;*
- (b) is made on the basis of race, creed, religion, colour, sex, sexual orientation, gender-determined characteristics, political belief, political association or political activity, marital status, family status, source of income, disability, physical size or weight, age, nationality, ancestry or place of origin; and*
- (c) creates a risk to the health of the worker. "*

Examples of harassment can include but is not limited to:

- offensive or inappropriate remarks, gestures, material or behavior;
- grouping or isolation;
- yelling;
- belittling or name calling;
- reprimanding in the presence of others;
- aggressive or patronizing behaviour;
- embarrassing or humiliating behaviour;
- discrimination as defined under human rights legislation;
- sexual harassment;
- damaging gossip or rumours;
- unwarranted physical contact; and
- covert behaviour (i.e. inappropriately withholding information undermining, underhandedness).

Council can choose to develop their own policy but must ensure that all requirements of the regulation are met and that the policy is developed in consultation with the employee and management workplace safety and health representative.

Council can choose to implement the attached Sample Community Harassment Prevention Policy. Employees should be provided with a copy as well as a copy posted on the Workplace Safety and Health bulletin board.

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Harassment is not tolerated in the workplace. Council and the department are committed to and support a harassment-free workplace.

Community responsibilities

Council will ensure that:

- a Community Harassment Prevention Policy is developed;
- all employees and council members receive a copy of the Community Harassment Prevention Policy; and
- the Community Harassment Prevention Policy is posted on the bulletin board.

Attachments

- Sample Community Harassment Prevention Policy