

FREQUENTLY ASKED QUESTIONS

September 2023

Workplace Harassment Regulations

Every worker has a right to a healthy and safe workplace. To achieve this, employers and workers play a contributing role in creating and maintaining a positive and respectful work environment.

What is Workplace Harassment?

Workplace harassment is generally defined as any inappropriate conduct, comment, display action or gesture where the person responsible knows, or ought reasonably to know, that the behavior could have a harmful effect on a worker's psychological or physical health or safety. The [Workplace Harassment Regulations](#) provides a standard definition for harassment.

How does the program work?

The Workplace Harassment Regulations outline the employer responsibilities. This includes:

- Developing a written workplace harassment policy that includes reporting procedures.
- Performing a confidential investigation, appropriate to the circumstances, when a complaint of harassment is made in the workplace.
- Making sure that sources of harassment are identified and stopped.
- Taking reasonable steps to remedy the effects of harassment and prevent future incidents.

As a worker, what are my responsibilities?

Workers can contribute to a harassment free workplace by conducting themselves in accordance with the standards established in the employer's harassment policy. Workers are required to report incidents of harassment, cooperate during the investigation of a harassment complaint, and maintain confidentiality throughout the process.

What is the role of an Occupational Health and Safety (OHS) Officer?

An OHS Officer's role is to make sure an employer:

- Has adequate policies, procedures, and the training in place to address workplace harassment.
- Takes appropriate action to remedy any form of harassment consistent with their obligations as described in the OHS Act and Workplace Harassment Regulations.

Are workers eligible for workers compensation benefits for bullying and harassment?

As with any claim, the WCB's claims and compensation team will consider claims for psychological injuries in accordance with the [Workers Compensation Act](#) and the WCB policies. Psychological injury claims are recognized only where the condition has been caused by an "acute reaction" to a "traumatic event" as defined in the Psychological or Psychiatric Conditions Policy (POL-01).

For more information

If you have questions that aren't covered here or you need more information, please contact us. You can reach us by phone at **902-368-5680** or toll-free in Atlantic Canada at **1-800-237-5049**.

You can also reach us by email at ohs@wcb.pe.ca.

For more information about your responsibilities under the Workplace Harassment Regulations and *Occupational Health and Safety Act*, please visit wcb.pe.ca.