

HARASSMENT IN THE WORKPLACE

is generally defined as any inappropriate conduct, comment, display, action or gesture where the person responsible knows, or should reasonably know, that such behaviour could have a harmful effect on another worker's psychological or physical health or safety.

UNADDRESSED HARASSMENT CAN LEAD TO



stress and anxiety



decreased morale



poor customer service



reduced productivity



higher absenteeism



increased turnover



costly legal issues

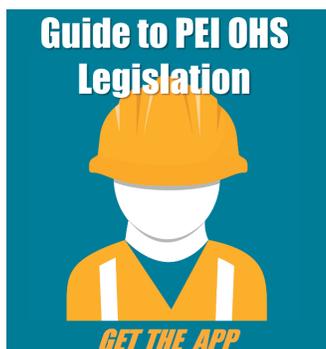
OFFENSIVE JOKES
VERBAL AGGRESSION
MALICIOUS RUMOURS
ISOLATING
BELITTLING
MOCKING
THREATS
CONSTANT CRITICISM
INTIMIDATION



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WHAT WORKPLACES CAN DO

- ✓ Encourage everyone at the workplace to treat each other in a respectful and professional manner.
- ✓ Develop a workplace policy and program that includes reporting procedures.
- ✓ Encourage open communication with workers, and encourage them to do the same.
- ✓ Educate workers and supervisors about what is considered harassment, and whom they can go to for help.
- ✓ Take action right away. Treat all reports seriously, and investigate them promptly and confidentially.
- ✓ Train supervisors and managers in how to address workplace conflict, whether or not a formal report has been filed.
- ✓ Have an impartial third party help with the resolution, if necessary.



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