



OH&S STEWARDS BULLETIN

Bill 14 addresses workplace bullying and harassment

As promised, the union is providing you with more information on the implementation of *Bill 14*, now that WorkSafeBC has published its guidelines. There are free publications available on WorkSafeBC's website that can provide more comprehensive information, but we've put together this outline as a starting point.

WORKPLACE BULLYING AND HARASSMENT POLICIES (NOT REGULATION)

As of November 1, 2013, the employers, supervisors and workers are obligated to implement WorkSafeBC policies to address workplace bullying and harassment.

If your employer doesn't have a Respectful Workplace Policy that addresses bullying and harassment, they need to develop one. As with all policies on Occupational Health and Safety, it should be reviewed by the JOHS committee.

The guidelines say that if an employer has a Respectful Workplace Policy currently in effect, they can adapt it to cover bullying and harassment. Please make sure that a review of any existing Respectful Workplace Policy is put on the JOHS agenda to ensure it meets WorkSafeBC's policies and guidelines.

The WorkSafeBC policy states that any workplace policy, existing or new, must include:

- I. Definition of workplace bullying and harassment
 - A. "Includes any inappropriate conduct or comment by a person towards a worker that the person knew or reasonably ought to have known would cause the worker to be humiliated or intimidated, but
 - B. excludes reasonable actions and decisions by management on job duties, workloads, deadlines, evaluation, performance management, lay-offs and disciplinary actions."
- II. [Include] the organization's bullying and harassment policy statement into existing policies or programs
- III. Identify any potential sources of bullying and harassment
for example, while doing a risk assessment for workplace violence, employers can also determine whether there may be potential sources of bullying and harassment from patients/residents/ clients, co-workers, families etc.

IV. Update existing instructions to workers on how to report incidents and hazards to include bullying and harassment

V. Include bullying and harassment training at the same time as other OHS training

VI. Must include an annual review to ensure the policy is effective and make any changes as necessary

In addition to having a policy in place that meets the above requirements, there are specific legal responsibilities for employers, supervisors and workers regarding bullying and harassment in the workplace. We will cover these in a future OH&S Stewards Bulletins.

This will be the last steward bulletin of 2013. Ana and I would like to take this opportunity to thank you for your hard work on behalf of the membership. Your efforts to make your workplaces safer for all are greatly appreciated. We both wish you and yours a safe and happy holiday season.

Please check out the website and feel free to pass this email on to others.

In solidarity,

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