

Bullying and Harassment

Everyone deserves to work in a positive and productive work environment. Bullying and harassment are not part of a healthy workplace. We all have a role to play in preventing bullying and harassment.

Defining Bullying and Harassment

WorkSafeBC states that bullying and harassment:

- Includes any inappropriate conduct or comment by a person towards a worker that the person knew or reasonably ought to have known would cause that worker to be humiliated or intimidated.
- Excludes any reasonable action taken by an employer or supervisor relating to the management and direction of workers or the place of employment.

Bullying and harassing behaviours can include yelling, humiliating practices, spreading nasty rumours, or calling someone disrespectful names. But these behaviours do not include things like offering constructive feedback, expressing a difference of opinion or assigning work.

Bullying and harassment can:

- Affect work performance.
- Result in more absenteeism.
- Lead to anxiety, depression, and post-traumatic stress disorder.

Employer Responsibilities

Ensure your workplace is free of bullying and harassment by doing the following:

- Develop a workplace policy statement on bullying and harassment.

- Take action to prevent or minimize bullying and harassment.
- Develop and put in place procedures for workers to report incidents of bullying and harassment, as well as procedures for dealing with those incidents.
- Inform and train supervisors and workers about bullying and harassment.
- Review your policy statement and procedures annually.

Supervisor Responsibilities

- Don't bully or harass other workers, supervisors or the employer.
- Follow and apply your employer's policies and procedures on bullying and harassment.

Worker Responsibilities

- Don't bully or harass other workers, supervisors, or the employer.
- If you see or experience bullying and harassment in the workplace, report it.
- Follow your employer's policies and procedures on bullying and harassment.

How to Report Bullying and Harassment

Inform your supervisor or manager. If your manager or supervisor is engaged in bullying and harassment, bring your concerns to the human resources department. If that doesn't resolve the issue, contact WorkSafeBC.

References: OHS Policies [P2-21-2](#), [P2-22-1](#) & [P2-23-2](#)

Project: Address:

Employer: Supervisor:

Date: Time: Shift:

Number in crew: Number attending:

Other safety concerns or suggestions:

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Record of those attending:

Name: (please print)		Signature:	Company:
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2.			
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15.			

Manager's remarks:

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Manager: Supervisor:

(Signature)

(Signature)

For more information on health and safety requirements for crane operations in B.C., refer to the *Workers Compensation Act* and the OHS Regulation at worksafebc.com.