WHERE EVERYBODY KNOWS YOUR NAME: LESSONS FROM SMALL BUSINESS ABOUT PREVENTING WORKPLACE VIOLENCE SOLUTION

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BILL 168 TRAINING

A GUIDE TO IDENTIFYING, PREVENTING AND HANDLING WORKPLACE VIOLENCE AND HARASSMENT

INTRODUCTION & BACKGROUND

WHAT IS "WORKPLACE HARASSMENT"?

ADDRESSING WORKPLACE HARASSMENT

WHAT IS "WORKPLACE VIOLENCE"?

PREVENTING WORKPLACE VIOLENCE

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IS "WORKPLACE HARASSMENT"?
• Bill 186 became law in 2010 and requires that workplaces have policies, prevention programs, risk assessments and train employees on workplace violence and harassment.

• It came about due to increased number of incidents related to workplace violence. Most prominently, regarding a nurse in a Windsor, ON hospital.
Did you know?

"Men and women are equally likely to experience workplace violence but men are more likely to be injured."

"Nearly one fifth of all incidents of violent victimization, including physical assault, sexual assault and robbery, occur in the workplace."
• Workplace violence is a serious issue that affects all business sectors and occupations. It affects the safety and security of every employee and employer.

• It claims a high personal cost in terms of the emotional trauma and physical injury experienced by the victims, their families and co-workers.

**Everyone should be able to work in a safe and healthy workplace.**
VIOLENCE AND HARASSMENT

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According to the OHSA, harassment or bullying is: "engaging in a course of vexatious comment or conduct against a worker, in a workplace - behaviour that is known or ought reasonably to be known to be unwelcome."

These comments or conduct typically happen more than once.

Here are a few examples:

- Intruding on a person's privacy, such as spying or stalking.
- Intimidating a person.
- Tampering with a person's personal belongings or work environment.
- Making jokes that are intentionally offensive by spoken word or e-mail.

Can you name more examples?

CASE1SM.COM Write them in your workbook.