



Procedure

Saskatoon & Area - Occupational Health & Safety

Number: 54-001

Title: Psychological Hazard: Harassment

Saskatchewan Employment Act: 3-35, 3-37

OHS Regulation: 3-25

Date: January 1 2017

Date Revised/Reaffirmed: December 2, 2021

Any PRINTED version of this document is only accurate up to the date of printing. Saskatchewan Health Authority (SHA), Occupational Health & Safety Services (OHS) cannot guarantee the currency or accuracy of any printed policy. Always refer to the Occupational Health & Safety internal website for the most current versions of documents in effect. This policy complies with legislation (minimum standards) at the time of this writing and/or revision. SHA OHS accepts no responsibility for use of this material by any person or organization not associated with SHA. No part of this document may be reproduced in any form for publication without permission of SHA OHS Services.

Purpose

The purpose of this procedure is to minimize and eliminate the risk of violence for workers and others at the work site

Procedure

- Manager/Supervisors that become aware of harassment have a responsibility to ensure the situation is acted upon
- Managers must ensure workers are provided with training on respectful communication
- All workers must refrain from causing or participating in the harassment of another worker
- If worker is exposed to harassment, report to manager/supervisor and call the Safety Alert System/Incident Reporting Line
- Workers may report harassment anonymously to the Safety Alert System/Incident Reporting Line

Non-Compliance/Breach:

Non-compliance with this policy will result in a review of the incident. A review for non-compliance may result in disciplinary action, up to and including termination of employment or privileges; fines and /or prosecution of individuals under the Saskatchewan Employment Act and OHS Regulations.

References

- [Bully and Harassment in the Workplace](#) from LRWS
- SHA Policies, Respectful Workplace, Harassment <https://documentfinder.saskhealthauthority.ca/en>

Review Dates:

January 1, 2017

April 5, 2018

June 19, 2019

December 2, 2021