



Saskatchewan Health Authority

Procedure

Saskatoon & Area - Occupational Health & Safety

Number: 54-001

Title: Psychological Hazard: Harassment

Saskatchewan Employment Act: 3-35, 3-37

OHS Regulation: 36

Date: January 1 2017

Date Revised/Reaffirmed: June 19, 2019

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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
- [Regional Policy 7311-30-001 Respectful Workplace](#)
- [Regional Policy 7311-30-022 Workplace Harassment](#)

Review Dates:

January 1, 2017

April 5, 2018

June 19, 2019