

# Personal Protection Against Workplace Violence Infographic





## Workplace Harassment and Violence

Any action, conduct or comment, including of a sexual nature, that can cause offence, humiliation or other physical or psychological injury or illness



**Workplace harassment and violence does not discriminate. It can happen to any worker, in any industry.**

It can include:

- verbal abuse
- threatening behaviours
- intimidating actions
- physical attacks

Sexual harassment is any unwelcome sexual advance, request for sexual favour, verbal or physical conduct or messages of a sexual nature, or any other behaviour of a sexual nature that can cause offence or humiliation.



### Commit to a workplace that is free of harassment and violence

	<b>Assess</b> the internal risks like workplace culture and activities, and external risks like family violence.		<b>Educate</b> everyone on harassment and violence, including where they can go for help.
	<b>Implement a policy</b> , along with the procedures to respond to incidents of harassment and violence. Outline and assign responsibilities and communicate the policy to all workers.		<b>Provide workers with resources for support</b> , including any medical or psychological services.
			<b>Encourage a respectful workplace</b> by being cooperative, inclusive and respecting boundaries.

**All workers** have the right to a safe workplace that is free of harassment and violence.

**Employers** should know the legal requirements for their jurisdiction regarding workplace harassment and violence, and are responsible for creating a safe workplace.

It is your duty to resolve or investigate, as well as record and report all incidents of harassment and violence as required.

**RIGHTS and RESPONSIBILITIES**

If you are being harassed, think you might have been harassed, or have witnessed harassment, report it.



Source: <https://www.ccohs.ca>