

Harassment prevention plan

Occupational Health and Safety Legislation outlines the requirements for employers to develop, implement and maintain a written harassment prevention plan. This plan includes the obligations of workers, supervisors, and employers to prevent and address bullying and harassment.



Workplace harassment means inappropriate vexatious conduct or comment by a person to a worker that the person knew or ought to have known would cause the worker to be humiliated, offended or intimidated.

For additional information, please refer to WorkplaceNL's Harassment Prevention Plan

Contact us

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Checklist of Duties

Workers must

- Not engage in bullying and harassment
- Report observations or experiences of bullying and workplace harassment
- Comply with the employer's harassment prevention plan
- Participate in training

Supervisors must

- Not engage in bullying and harassment
- Ensure the health and safety of workers
- Apply and comply with the employer's harassment prevention plan
- Participate in training

Employers must

- Not engage in bullying and harassment
- Develop a harassment prevention plan
- Take steps to eliminate or minimize the hazard of workplace harassment
- Develop and implement procedures for reporting instances of harassment
- Develop and implement procedures for investigating complaints of harassment
- Set out procedures for notification of investigation results and any corrective actions
- Participate in harassment prevention training
- Train employees in harassment prevention and the harassment prevention plan
- Review the harassment prevention plan at least annually and revise as necessary
- Protect workers from retaliation and provide support when workplace harassment occurs