

Harassment

The Saskatchewan Employment Act, Part III, Division 1, section 3-1(I) defines harassment as any inappropriate conduct, comment, display, action or gesture by a person:

- (i) that either:
 - a) is based on race, creed, religion, colour, sex, sexual orientation, marital status, family status, disability, physical size or weight, age, nationality, ancestry or place of origin; or
 - b) subject to subsections (4) and (5), adversely affects the worker's psychological or physical well-being and that the person knows or ought reasonably to know would cause a worker to be humiliated or intimidated; and
- (ii) that constitutes a threat to the health or safety of the worker.

The Occupational Health and Safety Regulations, 2020 (Regulation 3-25) states that an employer, in consultation with the occupational health committee, shall develop a policy to prevent harassment.

To broaden the definition, and help apply it to everyday work situations:

- *Conduct* means how you behave, your attitude
- *Comment* means what you say, a remark or statement
- *Display* means to show, demonstrate or present
- *Action* means what you do, a deed or performance
- *Gesture* means a motion, a sign or movement

Inappropriate conduct, comment, display, action or gesture could include:

- telling jokes that would humiliate another worker; you might think they're OK to tell but you have to consider others - might it humiliate someone else?
- pictures, jokes or slogans that would humiliate another worker - might someone else be humiliated, embarrassed or feel degraded because of the subject?
- speaking to another worker in a way that would intimidate them - intimidating another person means to threaten, frighten, scare, bully, force or pressure them
- your body language could intimidate others; rolling your eyes, hands on your hips, crossing your arms

We come to work to do our job, something we enjoy and want to do well. We want to go home at the end of the day feeling good about what we accomplished, how we helped others and how we performed our job to the best of our ability.

Imagine if you came to work and were humiliated by someone else, teased or threatened, and you left at the end of the day feeling sick, embarrassed or worthless because of that person - would you want to come back day after day and experience that? **Know what the policy is in your workplace - know what to do - know how to report it.**

Harassment can cause injury to another person - stress, anxiety, emotional illness or worse. Stories in the news about harassment show just how damaging it can be - and it is law that harassment is prevented, that it is not tolerated and it is to be reported. Every worker is entitled to employment that is free of harassment.

Safety Talk Discussion

Be Accountable: Choose safety - work safe - and go home injury free!