

Workplace Bullying and Harassment

Webinar Outline

Webinar Description

This webinar prepares employers in British Columbia’s health care facilities with information about what they need to do to comply with their legal obligations regarding workplace bullying and harassment.

Workshop Goals

After completing this workshop, participants will be able to do the following:

- Define workplace bullying and harassment
- Describe the effects of workplace bullying and harassment
- Explain the employer’s obligations regarding preventing and responding to workplace bullying and harassment
- Respond to bullying and harassment complaints
- Prepare to train supervisors and workers

Webinar Length

2.5 hours

Topics/Learning Objectives

Topic	Learning Objectives
What is Workplace Bullying and Harassment?	<ul style="list-style-type: none">• Define workplace bullying and harassment• Explain the standard of reasonableness as it applies to bullying and harassment complaints• Recognize bullying and harassment• Describe the effects of workplace bullying and harassment on workers and the workplace
Employer Obligations	<ul style="list-style-type: none">• Explain the WorkSafe BC requirements regarding bullying and harassment• Identify the collective agreement requirements that support the legislation regarding bullying and harassment• Explain what should be included in policies regarding workplace bullying and harassment• Explain what should be included in bullying and harassment reporting procedures• Explain what should be included in bullying and harassment complaint investigation procedures

Topic	Learning Objectives
Responding to Bullying / Harassment Complaints	<ul style="list-style-type: none"> • Explain the requirements for training workers and supervisors on bullying and harassment • Summarize the steps an employer should take to prevent workplace bullying or harassment • Explain the purpose of investigating allegations of bullying/harassment • Describe what effective investigations should include • Outline the steps the employer should follow when a complaint of bullying/harassment has been reported • Apply the steps to case examples
Training Supervisors and Workers	<ul style="list-style-type: none"> • Recall the topics that must be included in worker and supervisor training for bullying and harassment • Gain an awareness of the tools and resources available to develop training for workers and supervisors