

# Tool Box Talk

## Harassment

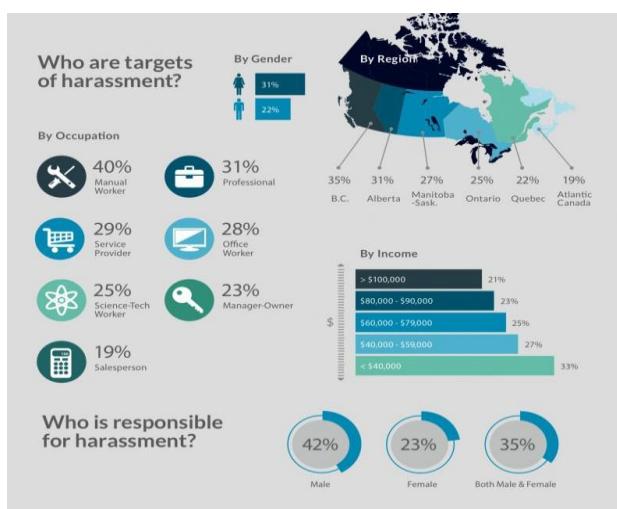
There is a strong connection between the health and well-being of people and their work environments. When people feel valued, respected and satisfied in their jobs, and work in safe, healthy environments, they are more likely to be productive and committed to their work.

When the workplace is unsafe, stressful or unhealthy, ultimately, both the organization and employees are hurt.

### Harassment

Harassment is defined in the *Saskatchewan Occupational Health and Safety Regulations* as:

- any inappropriate conduct, comment, display, action or gesture by a person towards a worker:
  - (A) that either:
    - (I) is based on any prohibited ground as defined in The Saskatchewan Human Rights Code, 2018 or on physical size or weight; or
    - (II) adversely affects the worker's psychological or physical well-being and that the person knows or ought reasonably to know would cause the worker to be humiliated or intimidated; and
  - (B) that constitutes a threat to the health or safety of the worker; or
- any conduct, comment, display, action or gesture by a person towards a worker that:
  - (A) is of a sexual nature; and
  - (B) the person knows or ought reasonably to know is unwelcome



Infographic of Workplace Harassment in Canada from Queens University <https://smith.queensu.ca>

According to the Canadian Centre for Occupational Health and Safety, workplace bullying and harassment usually involve a pattern of behaviours that mentally hurt or isolate a person, and can be both obvious and subtle. Workers who are being targeted can be subjected to any combination of rumours, intimidation, threats, belittling and profanity, among other actions.

Harassment has the potential to occur at any time and any place and by anyone.

Two key components to preventing harassment are:

1. Awareness of one's actions, words, gestures and behaviours, and the impact they can have on another person; and
2. Although there are times when someone can unintentionally cause another to feel harassed, it is important to take personal responsibility for one's own behaviour and to hold oneself and others accountable.

### What To Do

- First, clearly and firmly make known to the alleged harasser that the harassment is objectionable and must stop.
- Where this cannot be done, or is unsuccessful, report the alleged harassment to one of the persons designated to receive complaints of harassment, namely, the leadership or management team in your organization, or someone in human resources.

### History of Pink Shirt Day

Pink Day started in 2007, when a grade nine student in Cambridge, NS was bullied by classmates for wearing a pink shirt. Taking notice, two students rallied their peers to send a message to the bullies. The next day, the halls were filled with students in pink shirts.



Red Cross Pink Shirt Day started because two boys chose to do something about bullying rather than stand by and watch it happen. Now the movement is worldwide, educating and inspiring others to stand together and take action against violence and bullying.