

# Workplace Abuse



## EMPLOYER RESPONSIBILITIES

### Your Employer should:

#### **Provide a safe & healthy workplace.**

Both your Collective Agreement and the Alberta *Occupational Health & Safety Act* require your Employer to provide a safe and healthy workplace, which includes the promotion and maintenance of physical, psychological, and social well-being. This means that your Employer should take any necessary actions to ensure that you are not subjected harassment or violence, including domestic violence, in the workplace.

#### **Have a harassment & violence prevention plan.**

Both your Collective Agreement and the Alberta *Occupational Health & Safety Code* require your Employer to have a harassment and violence prevention plan. This plan should outline preventative strategies, incident response and reporting and the procedure for investigating incidents or complaints. Employers are required to inform workers of specific and general threats of violence and harassment.

#### **Take all reports of abuse seriously & respond in a timely manner.**

Anytime you report an incident of abuse to your Employer, the report should be taken seriously and addressed in a confidential, objective, appropriate, and timely manner and without reprisal.

#### **Communicate the outcomes of their investigation.**

This will depend on the type and nature of abuse experienced, but generally speaking, the investigation findings and corrective actions or general outcomes should be shared with you.

#### **Ensure supports are available.**

The supports required are dependent on the type and nature of abuse experienced but may include:

- › Information on the Employer's Employee Family Assistance Program (EFAP)
- › Information about WCB benefits
- › Access to formal debriefing or Critical Incident Stress Management