



# NSS MONTHLY NEWSLETTER



July 2020

## Workplace Harassment

Defined by the Ontario Occupational Health and Safety Act,

“**Workplace Harassment**” means engaging in a course of vexatious comment or conduct against a worker in a workplace that is known or ought reasonably to be known to be unwelcome.

**Vexatious Behaviour** is a behaviour that is humiliating, offensive or abusive for the person who is subjected to such behaviour, that undermines his/her self-esteem or that causes him/her torment.

“**Workplace Sexual Harassment**” means,

(a) engaging in a course of vexatious comment or conduct against a worker in a workplace because of sex, sexual orientation, gender identity or gender expression, where the course of comment or conduct is known or ought reasonably to be known to be unwelcome, or

(b) making a sexual solicitation or advance where the person making the solicitation or advance is in a position to confer, grant or deny a benefit or advancement to the worker and the person knows or ought reasonably to know that the solicitation or advance is unwelcome.

Harassment may include but is not limited to:

- Bullying
- Intimidation
- Offensive jokes or innuendos
- Displaying or circulating pictures or materials
- Offensive or intimidating phone calls or emails
- Inappropriate touching, advances, suggestions or requests
- Any unwelcome behaviour, conduct or communication that is directed at a person
- Offensive to any employee and is based on an employee's sex, marital status, race, colour, religion, ethnic or national origin, ancestry, age, physical or mental disability or sexual orientation
- Any form of behaviour that is perceived to be insulting, frightening, and/or embarrassing



The best approach to preventing harassment and sexual harassment in the workplace is to be proactive. Don't wait until an incident occurs. All workers must be trained and well aware of company policies and provincial laws (OHSA) regarding workplace violence and harassment in the workplace.

## COVID-19 Protocols

Northern Safety Solutions would like to remind all clients that we offer Covid-19 Protocols regarding the return to work process to ensure your business is in compliance with the current Government requirements in place. These protocols are workplace specific to your individual business.

**Northern Safety Solutions and Workplace Management Systems are proud partners for all your health and safety training needs.  
Call us today for more details!**



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