

Violence and Harassment

In 2007, changes were made to provincial legislation to include mandatory directives for violence and harassment in the workplace. Following a review in 2010, additional changes have been implemented to the MB Regulation 217 / 2006 under these sections.

Changes to Part 10 – Harassment

- The definition of harassment is now broken down into two parts; inappropriate or objectionable conduct that is directed towards or creates a risk to the health of a worker, and severe conduct that may affect the psychological or physical well-being – also known as bullying.
- Harassment may be written, verbal, physical, include gestures or displays, or any combination of the above.

Changes to Part 11 – Violence

- Part 11 now pertains specifically to any workplaces that provide healthcare services, pharmaceutical-dispensing services, education services, financial services, law enforcement services (including security), crisis counseling / intervention services or those that provide public transportation (taxi cab or transit bus).
- It also pertains to retail workplaces that are open between the hours of 11:00 p.m. and 6:00 a.m. and any licensed premises under the Liquor Control Act. All workplaces must assess the risk of violence, even if they do not fall into any of the above mentioned categories.
- Employers are obligated to investigate violent incidents and implement control measures. An annual report of violent incidents must be compiled and reviewed by the safety rep or safety and health committee.

All employees, regardless of their title or responsibilities, are entitled to a workplace free of harassment or violence. The employer is required to do everything reasonable and practicable to ensure that employees are not subjected to violence or harassment in the workplace; additionally the employer is responsible to ensure that corrective action ensues against anyone who subjects an employee to violence or harassment. Confidentiality must be maintained, unless required by law or is necessary to investigate the incident. Violence and harassment policies must be posted in the workplace; all employees must be aware of the policies. Neither a violence nor harassment prevention policy may discourage or prevent a worker from exercising other legal rights under other laws (i.e. Human Rights laws, Employment Standards).

For more information or to download a Guideline to Preventing Harassment and Violence in the Workplace, visit the SAFE Manitoba website:

<http://safemanitoba.com/uploads/guidelines/harassmentviolencefeb2011.pdf>



February 7 & 8, 2012 – MARK YOUR CALENDARS!!!

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Upcoming Training in Westman:

Tuesday, November 15 and Wednesday, November 16 (2-day course) Leadership for Safety Excellence	8:30 a.m. – 4:00 p.m.
Tuesday, November 22 WHMIS / Train the Trainer	8:30 a.m. – 4:00 p.m.
Thursday, November 24 Safety Auditor Training	8:30 a.m. – 4:00 p.m.
Tuesday, December 6 Principles of Safety Management	8:30 a.m. – 4:00 p.m.

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Doug McNally, Owner



Grand Valley Mechanical Ltd. – Brandon
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Cando Contracting Ltd. – Brandon
Left to Right: Norm Bootsman, Jim Brannan, Ryan Wannamaker, Brian Thibault



Keystone Geo Exchange – Brandon

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Have a Safe Month!

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