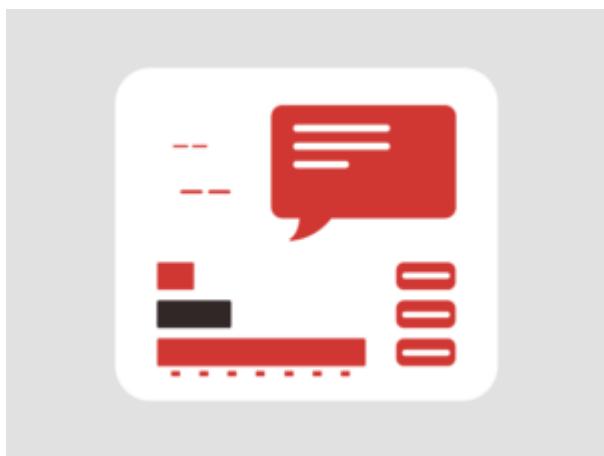


# Workplace Violence – Restaurants Infographic



## Bullying and Harassment in the Workplace

### What workplaces can do

- Encourage everyone at the workplace to act towards others in a respectful and professional manner.
- Develop a workplace policy and program that includes a reporting system.
- Educate everyone about what is considered bullying and harassment, and whom they can go to for help.
- Treat all reports seriously, and investigate them promptly and confidentially.
- Try to work out solutions before the situation gets serious or "out of control".
- Train supervisors and managers how to follow up on problem situations, whether or not a formal report has been filed.
- Have an impartial third party help with resolution, if necessary.

**Bullying is both obvious and subtle**

Generally defined as any behaviour that demeans, embarrasses, humiliates, annoys, alarms, or verbally abuses a person that is known or would be expected to be unwelcome.

Bullying usually involves a pattern of behaviours with repeated incidents

**What the law says**

Most Canadian jurisdictions have specific workplace violence prevention and/or harassment legislation. In some situations, human rights legislation will apply. All employers have a general duty to take all reasonable precautions to protect the health and safety of employees.

If you think you are being bullied or harassed report your concern to the person identified in your workplace policy or your supervisor.

**CCOHS.ca**  
Canadian Centre for Occupational Health and Safety

Source: <https://www.ccohs.ca>