

Bullying, Harassment and Violence in the Workplace Part Two

Beginning January 1, 2021, the Government of Canada is introducing new workplace harassment and violence prevention regulations. The AMTA has composed this two-part bulletin shedding light on the subject of bullying, harassment and violence in the workplace.

Effect on employer WCB premiums and rates

Employer premiums are skyrocketing, and more and more people are going off work due to psychological injury claims. Leaving lots of employers unsure in how to better understand or prevent psychological injuries.



What is a psychological injury?

Range of cognitive, emotional and behavioral symptoms that interfere with a worker's life and can significantly affect their daily living. Can differ from a distressing emotional reaction to an upsetting incident(s). Rather, it involves persistent and sustained disturbances outside of the sufferer's control in:

- Thought
- Mood
- Behaviours
- Interaction with others

WCB will consider a claim when there is confirmed psychological or psychiatric diagnosis as defined in the most current version of the Diagnostic and Statistical Manual of Mental Disorders, (DSM) and the condition results from one of the following:

- Organic brain damage
- An emotional reaction to a work-related physical injury
- An emotional reaction to a work-related treatment process
- Traumatic onset psychological injury or stress
- Chronic onset psychological injury or stress

Can refer to a wide range of mental health conditions including:

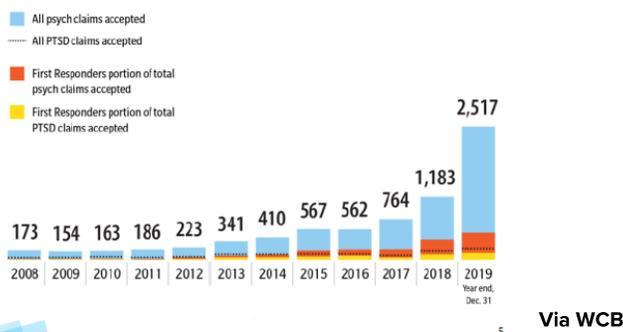
- Depression
- Anxiety disorder
- Acute stress reaction
- Adjustment disorder
- PTSD

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Early signs to alert you to declining mental health in the workplace

- Increased unplanned absences
- Withdrawal or deteriorating work performances
- Irritability, impatience, sadness
- Change in appearance
- Forgetfulness
- Substance abuse
- Risk taking

Psychological Claim Volume



Human Rights complaints and lawsuits

Nobody wants a Human Rights complaint or lawsuit. Employers should take extra precautions to ensure they have done their due diligence if a complaint was to arise. They should also ensure protections, policies, hazard assessments and awareness campaigns have been provided to all employees. An open and aware workforce promotes a happy and healthy working culture.

Workers should refrain from causing or participating in any bullying or harassment. They should also be aware of the signs and feel they can openly discuss concerns with management.

The bottom line

Harassers and abusers in the workforce, must be dealt with to avoid penalizations, investigations, lawsuits and unhealthy working conditions for fellow staff.

For more information: workforce@amta.ca