Workplace Violence, Harassment, and Psychological Health

Frequently Asked Questions · https://www.pshsa.ca/help-centre/workplace-violence-harassment-and-psychological-health/

What must be included in a workplace violence and harassment program?

Ontario employers must have workplace violence and workplace harassment policies and programs that outline how risks are assessed, how incidents or complaints can be reported, how the employer will investigate and respond, and how information and instruction will be provided to workers. Requirements vary by topic, so employers should review Ontario guidance and the Occupational Health and Safety Act (OHSA) to ensure their program meets legal expectations.

Explore services and resources on violence and harassment.

What should I do if I experience workplace violence or harassment?

If you experience workplace violence or harassment, report it according to your workplace policy or procedure and seek immediate help if there is an urgent risk to safety. Workers should follow internal reporting steps so the employer can respond, investigate where required, and take appropriate action.

Get more information for workers and employers.

What is psychological health and safety in the workplace?

Psychological health and safety focuses on protecting workers from job-related factors that may contribute to psychological harm and supporting conditions that promote mental wellbeing. PSHSA resources and tools such as Radius help workplaces identify psychological hazards, assess risks, and

develop solutions that support healthier work environments.

Find tools and resources to support psychological health and safety.