

# TOOLBOX SAFETY TALK



Every day in workplaces throughout Canada, workers are physically assaulted, threatened, sexually or racially harassed and verbally abused. Every year, homicides occur as a result of a worker’s legal employment.

LIST SOME JOB TASKS THAT COULD PUT YOU AT RISK FOR VIOLENCE/HARASSMENT IN YOUR WORKPLACE.

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## FORMS OF HARASSMENT

- Threats, intimidation, or verbal abuse;
- Unwelcome remarks or jokes about subjects like your race, religion, disability, or age;
- Displaying sexist, racist, or other offensive pictures or posters;
- Sexually suggestive remarks or gestures;
- Unnecessary physical contact, such as touching, patting, pinching or punching; and
- Bullying behaviors.

## FORMS OF WORKPLACE VIOLENCE

- Threatening behavior – such as shaking fist, destroying property or throwing objects.
- Verbal or written threats – any expression of intent to inflict harm.
- Verbal abuse – swearing, insults or condescending language.
- Physical attacks – hitting, shoving, pushing, spitting or kicking.

## WORKER STRATEGIES TO DEAL WITH VIOLENCE AND HARASSMENT

- Know if you are at risk;
- Know your company’s Harassment/Violence policy;
- Report and record all incidents;
- Ask your employer about an emergency plan;
- Always have an escape plan; and
- Do not get caught up in angry communication.

See: *Occupational Health and Safety Regulations* - Sections 34 Harassment and 35 Violence.