



COURSE

Preventing Workplace Harassment — Canada

12th Edition

Respect



Harassment Training Canadian Standards.

The comprehensive training Course delves into important topics such as bullying, harassment, and workplace violence. It equips employees with practical and effective strategies to proactively maintain a respectful workplace. Additionally, the Course guides learners to thoroughly review and acknowledge their employer's policies and reporting procedures. By prioritizing respect and investing in this training program, organizations can pave the way for a more cohesive, respectful, and productive working environment for all. In individuals from various generations, races, and ethnicities, it is crucial to recognize that "respectful" behavior can mean different things to different people. To foster an inclusive environment, we highly recommend implementing an annual respect training program. This program aims to cultivate a shared language and establish clear behavioral standards that promote respect among your workforce.

Course Description

This program educates managers based in or doing business in Canada on workplace bullying, violence, and harassment. It is designed to satisfy mandated training requirements in Alberta, Ontario, Quebec, and British Columbia - and includes engaging video scenarios and practical manager checklists and guidance. It also includes language, spelling, and references appropriate for a Canadian audience.

Key Concepts

- How to navigate employee conflict with our Workplace Color Spectrum™
- What is workplace violence?
- What is psychological harassment?
- What are protected grounds?
- How to give feedback and modify inappropriate conduct before it leads to a harmful work environment
- How to identify warning signs for workplace violence and appropriate response procedures
- How to use workplace policies and procedures to report any workplace concerns

Course Features

- Access to our Anonymous Ask the Expert tool
- Rich video scenarios based on real-world events
- Built-in employee sentiment surveys
- 50+ Machine Translation
- Optional program timer
- Policy acknowledgement tool
- Extensive customization options

VERSIONS

All Employees (60 min)

WHAT'S COVERED

- [Bullying](#)
- [Bystander To Upstander](#)
- [Causal Connection](#)
- [Forms Of Harassment](#)
- [Gender Identity](#)
- [Hostile Work Environment](#)
- [Investigations](#)
- [Manager's Duty To Report](#)
- [Negative Job Action](#)
- [Off-Duty Conduct](#)
- [Office Romance](#)
- [Protected Activity](#)
- [Protected Grounds](#)
- [Psychological Harassment](#)
- [Quid Pro Quo](#)
- [Reprisal](#)
- [Severe & Pervasive](#)
- [Sexual Orientation](#)
- [Toxic Workplace](#)
- [Unwelcome Conduct](#)

COURSE EXPERTS

[Shana French](#)

Lessons
What is Respect?
An introduction to the purpose and goals of this course.
The Workplace Colour Spectrum® Tool
Explaining what the Workplace Colour Spectrum is and how it can help managers and employees understand and categorize their conduct — and the conduct of others.
What Is Unlawful Harassment?
How do you know if behaviour qualifies as harassment? Review the legal definition and elements of harassment, including "protected grounds". What are protected grounds? Where do they come from? Which ones apply in your workplace?
Bullying and Vexatious Behaviour
This lesson helps the workforce understand, identify, and measure vexatious and bullying behaviour in the workplace.
What Is Workplace Violence?
Sensational workplace violence tragedies are often in the news. But workplace violence covers a lot more ground than that - and impacts people in more ways than you might at first think.
Warning Signs
There are usually warning signs before most workplace violence situations happen. Learning to spot and report them is an important way to keep our workplace safe.
Different Forms of Harassment
Workplace Harassment always involves conduct that meets certain legal criteria and is unlawful. What kind of conduct is that? Review the different forms of harassing conduct.
What Makes Conduct Unwanted?
A hostile work environment always involves "unwanted conduct." What is it and how do you know when your words or actions are "unwanted?"
What Makes Conduct Red and Toxic?

Red conduct is almost always illegal and always negatively impacts work culture. What does it look like? And how do you know when your conduct crosses the line?

Who Can Be Involved in Harassment?

Explaining the reach of workplace harassment laws, who is protected, and who can be an offender.

Common Situations

There are a few common situations that seem to find their way into harassment situations (or employee conflicts) on a regular basis. Proactively knowing which situations tend to create employee conflicts and potential harassment can help a

Bystanders to Upstanders

In most harassment situations, someone outside the situation knows what's going on. What is the role of the bystander? And how do you go from being a passive bystander to someone who takes action?

Respect in the Chat App

As more and more people are working remotely, digital communications have become a crucial tool. Learn the best practices for digital communications whether email, instant messaging, etc.

Mental Health and Respect

This lesson examines issues related to mental health and educates against shaming or embarrassing someone because of mental health concerns that they have.

Reprisal

Employees have a right to raise a concern or complaint without fear of reprisal. But what is reprisal — and when do work decisions cross the line?

The Manager's Role

Managers play a key role in ensuring a healthy work culture. They set the tone. They are the eyes and ears of the employer. And they are the ones who often navigate tricky people and harassment issues.

Reporting, Investigations, and Workplace Policies

Per the legal training mandates in several states, all employers must educate their employees on their workplace policies that prevent harassment, how to report concerns of harassment, and the employer's investigation when concerns are rep

Provide Your Feedback

A post-program survey on the learning experience.