

Workplace Violence, Harassment, & Discrimination Training

This course details expected workplace behaviours and provides the participant with information to properly recognize and assess potential workplace violence and harassment.

Topics include identifying different types of behaviour that define violence, harassment and discrimination, sources of violence, job-specific risk factors, environmental risks, the incursion of domestic violence into the workplace and reporting procedures, will be investigated in depth. Assessing the likelihood for incidents in given situations, plus identifying ways to assist workers who are being subjected to violent, harassing or discriminatory behaviour, will also be discussed.



Course Length: 4 Hours

Learning Outcomes:

Upon completion of this program, participants will have an understanding of:



- 1) The different types of behaviour that encompass violence, harassment and discrimination
- 2) The legal responsibilities of employers, supervisors and workers
- 3) The rights of workers, as defined by the Occupational Health & Safety Act
- 4) Bill 168 of the Canada Criminal Code
- 5) The Ontario Human Rights Code
- 6) "Safe at Work Ontario" initiatives
- 7) Identifying job functions and situations that involve higher levels of risk
- 8) Assessing the potential for violence, harassment and/or discrimination in given situations
- 9) Developing internal policies, programs and codes of conduct
- 10) Implementing measures and procedures for reporting and investigation of incidents

Evaluation:

- Written quiz
- **Minimum grade of 80%** is required to pass this course.
- Successful graduates will receive a three-year Wallet Card



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Who Should / Must Attend This Course:

- Having a corporate Violence & Harassment policy is not enough. Bill 168 demands that all members of the workplace (employers, managers, supervisors and workers) must have Violence & Harassment training.

Additional Information About This Course:

- Combine this course with “**Building a Respectful Workplace**” Seminar
- Since June 2010, employers must have a program in place based on the results of an employee survey, workplace inspection and interviewing key employees.
- Training should be conducted every 3 years and at orientation



HASCO Customers of this course were even MORE impressed when they purchased:

1. Workers Health & Safety Awareness
2. Building a Respectful Workplace Seminar
3. Managers Occupational Health & Safety
4. Supervisors Occupational Health & Safety



For more information on HASCO Instructor-Led Training,
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