

Reporting situations of Workplace Harassment & Violence

Bell is committed to fostering a safe, respectful, diverse and inclusive workplace, and preventing and resolving incidents of harassment and violence.



What is workplace harassment and violence?

Workplace harassment and violence means any action, conduct or comment, including of a sexual nature, that can be reasonably expected to cause offence, humiliation or other physical or psychological injury or illness to a team member.



Who is the Workplace Practices Team?

The Workplace Practices team is a neutral and impartial team specialized in matters of respect for Bell team members, prevention and management of conflicts, psychological harassment and violence, and discrimination in the workplace. We have a multidisciplinary team of investigators, mediators and conciliators, and we offer training on leading and fostering a respectful workplace.



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

You can contact the Workplace Practices Team to discuss confidentially any concerns you may have by sending them an email at their dedicated email address workplacepractices@bell.ca and propose them some availabilities for a call.

Report an incident

To report workplace harassment and violence, you may also fill-out the complaint form to document the incident and return it to the [Workplace Practices team](#).

[Complaint Form](#)



What if I am unsure if the situation is one of harassment and violence?

If you are concerned about respect or civility in the workplace, we invite you to communicate with the [Workplace Practices Team](#) to discuss and ensure that your work environment is respectful and where everyone belongs.

More ways to report an incident

Physical violence or threat of physical harm

You can report to Corporate Security by contacting the National Incident Center (NIC) at 1-866-714-0911 or cni-nic@bell.ca or by completing this [online form](#).

Anonymous complaint

You can report concerns or witnessed incidents anonymously by contacting the independent reporting channel Clearview Connects at clearviewconnects.com or by calling 1-866-298-2942.