

Long Lake Chiropractic Centre Workplace bullying and harassment policy statement

This policy applies to all workers, including permanent, temporary, casual, contract, and student workers in our business' workplace ~~Long Lake Chiropractic Centre~~_____

Bullying and harassment are not acceptable or tolerated in this workplace. All workers will be treated in a fair and respectful manner.

Definition of bullying and harassment

- (a) includes any inappropriate conduct or comment by a person towards a worker that the person knew or reasonably ought to have known would cause that worker to be humiliated or intimidated, but
- (b) excludes any reasonable action taken by an employer or supervisor relating to the management and direction of workers or the place of employment.

Examples of conduct or comments that might constitute bullying and harassment include verbal aggression or insults, calling someone derogatory names, harmful hazing or initiation practices, vandalizing personal belongings, and spreading malicious rumours.

Workers must:

- not engage in the bullying and harassment of other workers—this also applies to interpersonal and electronic communications, such as email;
- be trained on recognizing and responding to bullying and harassment, and on the workplace reporting & investigative procedures;
- report if bullying and harassment is observed or experienced;
- apply and comply with the employer's policies and procedures on bullying and harassment.

Mechanism for handling complaints

Incidents of bullying and harassment must be reported to Dr. Shawn P. Thomas _____

In the event of a complaint of harassment, workers should refer to Worksafe BC's procedures for reporting and dealing with complaints and incident.

Annual review

This policy statement will be reviewed every year. All workers will be provided with a copy.

Date created	Annual review date
June 14, 2020	June 14,2021