



Workplace Safety Labour Laws by Province

All workspaces in Canada, either provincially or federally are covered by harassment prevention and reporting laws. All Engagers are responsible for addressing, investigating and resolving workplace issues in accordance with the law.

[WORKPLACE SEXUAL HARASSMENT LAWS BY PROVINCE AND TERRITORY](#)

[Federally Regulated Workspaces](#)

British Columbia

Bullying and harassment is considered a hazard of the workplace which, like other workplace hazards, must be addressed by the employer. Work Safe BC has created policy defining what is meant by bullying and harassment and stipulating the reasonable steps an employer must take to prevent or minimize it.

[WorkSafe BC](#)

Alberta

In Alberta harassment and violence are defined as workplace hazards. Employers must develop prevention plans as outlined in the [Occupational Health and Safety Act](#). Employers are required to help prevent workplace harassment and violence and address incidents when they do occur by;

[Alberta Workplace Harassment and Violence Guide](#)

Manitoba

Every employer must have harassment policies and procedures in place that meet the requirements laid out in Part 1 - Definition and General Matters of the *Manitoba Workplace Safety and Health Regulation*.

[Work Safe Manitoba](#)

[Employer responsibilities](#)

Saskatchewan

Everyone has the right to a healthy and safe work environment. [The Saskatchewan Employment Act](#) outlines the rights and responsibilities of employers and employees to ensure Saskatchewan workplaces are free of harassment.

[Bullying and Harassment in the Workplace](#)

Quebec

Quebec's workplace legislation does not apply to all workers in the province. Self-employed workers and employees of federally-regulated organizations – including government offices, banks, and national media – are not protected by the legislation. These workers are covered by federal workplace protection laws.

The Act respecting labour standards is very clear about the rights and obligations of individuals who the laws apply to. Every worker has the right to enjoy a harassment-free workplace, which includes freedom from harassment of a moral or sexual nature. Every employer must take steps to prevent psychological harassment, and address every situation of harassment that is brought to their attention.

[Psychological Harassment In The Workplace](#) [Workplace Protections in Quebec](#)

Ontario

Ontario's Occupational Health and Safety Act (OHSA) sets out the rights and duties for occupational health and safety of all parties in the workplace. The act provides for enforcement of the law in cases where compliance has not been voluntarily achieved.

The requirements for violence and harassment in the workplace establish minimum standards and set out the rights and duties of all those who have a role in dealing with workplace violence and workplace harassment.

[Occupational Health and Safety Act](#) [OHSA Guide](#)

Newfoundland and Labrador

Newfoundland and Labrador [Occupational Health and Safety Regulations](#) changed in January 2020 requiring employers to develop, implement and maintain a written harassment prevention plan to address workplace harassment.

[Workplace Harassment Guide](#)
[Harassment Prevention Manual](#)

New Brunswick

Every worker has a right to a healthy and safe workplace, one that protects them from injury, illness and wage loss. And a healthy and safe workplace must be a respectful one – free of violence and harassment.

[WorkSafe New Brunswick](#)
[Developing Workplace Violence and Harassment Codes of Practice](#)

Nova Scotia

The [Nova Scotia Human Rights Act](#) prohibits sexual harassment and discrimination on the basis of the protected characteristics set out in the Act.

[Safe Spaces Make Great Workplaces Training](#)

Prince Edward Island

The WCB is responsible for administering workplace safety legislation on Prince Edward Island. This legislation is the *Occupational Health and Safety (OHS) Act*.

The [OHS Act](#) and its *Regulations* describe the minimum standard of occupational health and safety on PEI and the general safety principles for Island workplaces.

[Workplace Harassment Guide](#)

Northwest Territories and Nunavut

Workplace Health and Safety legislation, known as the [Safety Acts and Occupational Health and Safety Regulations](#), govern workplace health and safety. Here you will find information on incident reporting requirements, worker rights and responsibilities, current hazard alerts, and tools to help employers and workers stay safe.

[Code of Practice - Harassment](#)