



January 8, 2021

**To: REGIONAL VICE PRESIDENTS
BRANCHES & FACILITIES**

Harassment and Violence in the Workplace

As of January 1, 2021, the new Workplace Harassment and Violence Prevention Regulations came into force for all workers in the federal sector. These new regulations will help better prevent and actively address harassment and violence in the workplace.

The new regulations outline the essential elements of a workplace harassment and violence prevention policy, as well as the procedures that must be in place to respond to incidents of harassment and violence when they do occur. This includes the following: timeframes for resolutions to better support the complainant and respondent; confidentiality of all parties involved, including witnesses, throughout the investigation; protection for employees victimized by a third party (for example, an employee harassed by a client); qualifications of a competent person to investigate and provide recommendations; employer obligations to implement corrective measures in response to the investigation report of a competent person; a clear outline of existing and new roles of the joint health and safety committee; and support to be provided for employees who have experienced workplace harassment and violence.

With these new regulations, employers are now encouraged to take a more proactive approach to prevent and resolve incidents of workplace harassment and violence. They are also required to conduct workplace assessments to pre-emptively identify risks and incorporate the results of these assessments into their human resource policies, procedures, and training.

CATCA will be continuing to consult with the employer to ensure the regulatory framework on harassment and violence is being implemented and followed so that our members' workplaces remain a safe environment for everyone. In addition, please [click here](#) for the link to the Government of Canada's requirement for employers to prevent harassment and violence in federally regulated workplaces. Should you need to report harassment or violence and require assistance in doing so, please contact your CATCA representative.

In Solidarity,

Doug Best
President

Scott Loder
Executive Vice President

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