

The Respectful Workplace: Harassment and Violence Prevention

OVERVIEW

Workplace health and safety laws across Canada recognize discrimination, harassment, and the risk of workplace violence as hazards that must be addressed. Employers are expected to take reasonable steps to prevent these risks, including training employees to recognize unacceptable behaviour and respond appropriately.

The Respectful Workplace: Harassment and Violence Prevention helps organizations meet these obligations while supporting a safer, more respectful workplace. This course is endorsed by Safety Services Canada as core health and safety training for workplaces.

PARTICIPANTS WILL LEARN:

- What a respectful workplace looks like in practice
- How attitudes, assumptions, and bias can affect workplace interactions
- How to recognize discrimination, harassment, bullying, and abuse of authority
- Appropriate responses if you are the target, witness, or accused
- Practical ways to communicate respectfully and reduce conflict
- How everyday behaviour contributes to a safer workplace

ABOUT THE LEARNING EXPERIENCE

- **Immediate access.** Participants can begin training right away and download a Certificate of Completion after successfully completing the course
- **Self-paced.** Learners move through the material at a pace that suits their schedule and prior knowledge
- **Accessible on any device.** Use a computer, smartphone, or tablet with an internet connection
- **Interactive and practical.** Scenarios, exercises, and knowledge checks reinforce learning

TIMELINE FOR COMPLETION

This is a self-paced course. Most participants can complete their training in approximately one hour.