



## Policy on Violence/Harassment in the workplace involving member vs. member

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### AGRICULTURE UNION POLICY ON REPRESENTATION IN WORKPLACE VIOLENCE/HARASSMENT SITUATIONS

Under the Canada Labour Code (CLC) Part II it is the employer's responsibility to create and maintain a safe, healthy and violence free workplace. In all situations of harassment/workplace violence including those involving member to member harassment/ workplace violence, the Agriculture Union will assist its members regarding protocol and procedural fairness to ensure that, if required by COHSR Reg. 20.9, an appropriate (CLC) Part II investigation is carried out in a fair and unbiased manner.

Once that investigation is complete, we will assess the outcome to determine if further representation for any of the parties is warranted. An investigation may not be required in all instances.

This policy is in keeping with the recent change in investigation procedure required by the *CLC Part II* sub-section 125(1)(2.16) and the *Canada Occupational Health and Safety Regulations (COHSR) Part XX* which requires a more objective and detailed type of investigation in which the Health and Safety Policy Committees play a role as per section 20.1 of the *COHSR*.

Note: The Agriculture Union will not participate in any Harassment Policy process unless a "competent person" as defined in COHSR Reg. 20.9 (1) has determined there is no violence to investigate.