

Duncan Cowichan Chamber of Commerce
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Requirements for Anti-Bullying Policies and Training In effect February 1, 2014

As of November 1, 2013, BC businesses have new obligations under the Workers Compensation Act to take action to prevent bullying and harassment in the workplace. The grace period for implementing this mandate ended February 1, 2014. [A backgrounder and FAQ are available here.](#)

To comply, all BC businesses need to have anti-bullying and anti-harassment policy and procedures for reporting and investigation. As well, all workers, owners and supervisors must complete training to recognize and respond to bullying and harassment. WorkSafeBC provides [an online toolkit](#) that outlines the requirements and includes guides and templates for businesses to adapt, apply and subsequently comply with the legislation. Some organizations, after reviewing the [WorkSafe BC requirements](#), may find that current policies comply or require some adjustment.

Members may choose to take advantage of the BC Chamber's partnership with Respect Group. Respect provides the online course [Respect in the Workplace](#) which is available to members at a 20% discount - \$32 rather than \$40. The course can be previewed [online here](#). Members in good standing should have received an offer code to use at Respect Group to receive the discount. (Or contact the Chamber office for the code.) Once you have the code, you are ready to register by contacting Brad Blaisdell at 604.239.5523 or bblaisdell@respectgroupinc.com

Businesses that prefer face-to-face training, and a more in depth examination of respect in the workplace, should contact Chamber member [Dynamic HR Solutions](#), or call 250.597.1901.

Contact Elizabeth Croft at the Duncan Cowichan Chamber for details or assistance.
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