

For Immediate Release

February 28, 2018

CPHR CANADA PROPOSES TO STRENGTHEN LEGISLATION ON BULLYING, HARASSMENT AND VIOLENCE IN THE WORKPLACE

OTTAWA – February 28, 2018 – CPHR Canada, the national association representing the human resources profession, told a House of Commons Committee that bullying, harassment and violence in the workplace damages Canada's economy.

The issues underlying harassment and violence in the workplace, including challenges faced by victims in the complaints process have a direct impact on mental health, absenteeism and loss of productivity. "How can Canadians contribute to the organizations that employ them if they don't feel safe", CPHR Canada asked.

CPHR Canada was commenting on Bill C-65, An act to amend the Canada Labour Code (harassment and violence), the Parliamentary Employment and Staff Relations Act and the Budget Implementation Act, 2017, No.1 introduced in the House of Commons late last Fall. The bill is currently before Committee.

The organization made two specific recommendations to improve the legislation:

- Bullying, harassment and violence must be clearly defined
- The investigation process be clear, simple and impartial. Any investigation relating to a complaint of harassment or violence must be assigned to an individual who is competent to do so. Done badly, investigations can cause even greater damage to workplace relations.

As CPHR members are the professionals most likely responsible for policies, training and prevention of bullying, harassment and violence in the workplace, they are keenly aware that culture change is required in Canada's workplaces. "Communicating regularly with employees, ensuring supervisors and managers apply policies, disciplinary management if necessary to correct wrongdoing, education and training workshops to facilitate changing attitudes and behaviours and finally support and training for managers. Those are the key aspects necessary in every work place that will drive a change of culture," said President and CEO, Anthony Ariganello

-30-

About CPHR Canada

CPHR Canada represents 27,000 members in the Human Resources Profession across nine provinces and three territories in Canada. Established in 1994, CPHR Canada is the national voice on the enhancement and promotion of the HR Profession. With an established and credible designation and collaboration on national issues, we are proactively positioning the national human resources agenda in Canada and representing the Canadian HR Profession with HR Associations around the world.

For further information, or to obtain a copy of CPHR Canada's submission, please contact Anthony Ariganello at info@cphrbc.ca.