

# Regulatory and policy strategies addressing violence and harassment at work

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# Outline

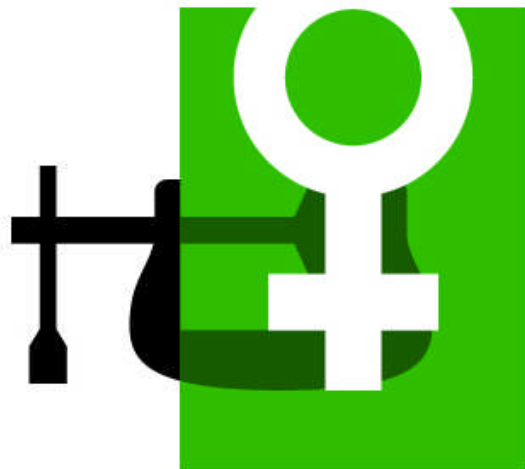
- A bit of history
- A few definitions
- Current regulatory environment
  - in Québec
  - in Ontario

# Work related stress : a disturbing concept

# A bit of history

- Legal study of Canadian workers' compensation rules for stress related illness financed by IRSST in 1987-1988
- Effects of the discussion in English Canada «Business will be apoplectic» if stress is compensable
- Effects of the discussion in Québec
  - Disappearance of funding opportunities at IRSST for research on mental health and work

1993-now



## **L'invisible qui fait mal**

Partenariat de recherche  
UQAM-CSN-CSQ-FTQ sur  
la santé des travailleuses

# A few concepts: stress

- Why do I try to avoid using the term stress?
- The term “**psycho-social hazards of work**” includes all sources of work related stress
- Work can be stressful because of work organisation factors
- A worker can be stressed by his or her work
  - Which can lead to mental health problems
  - These problems can be disabling

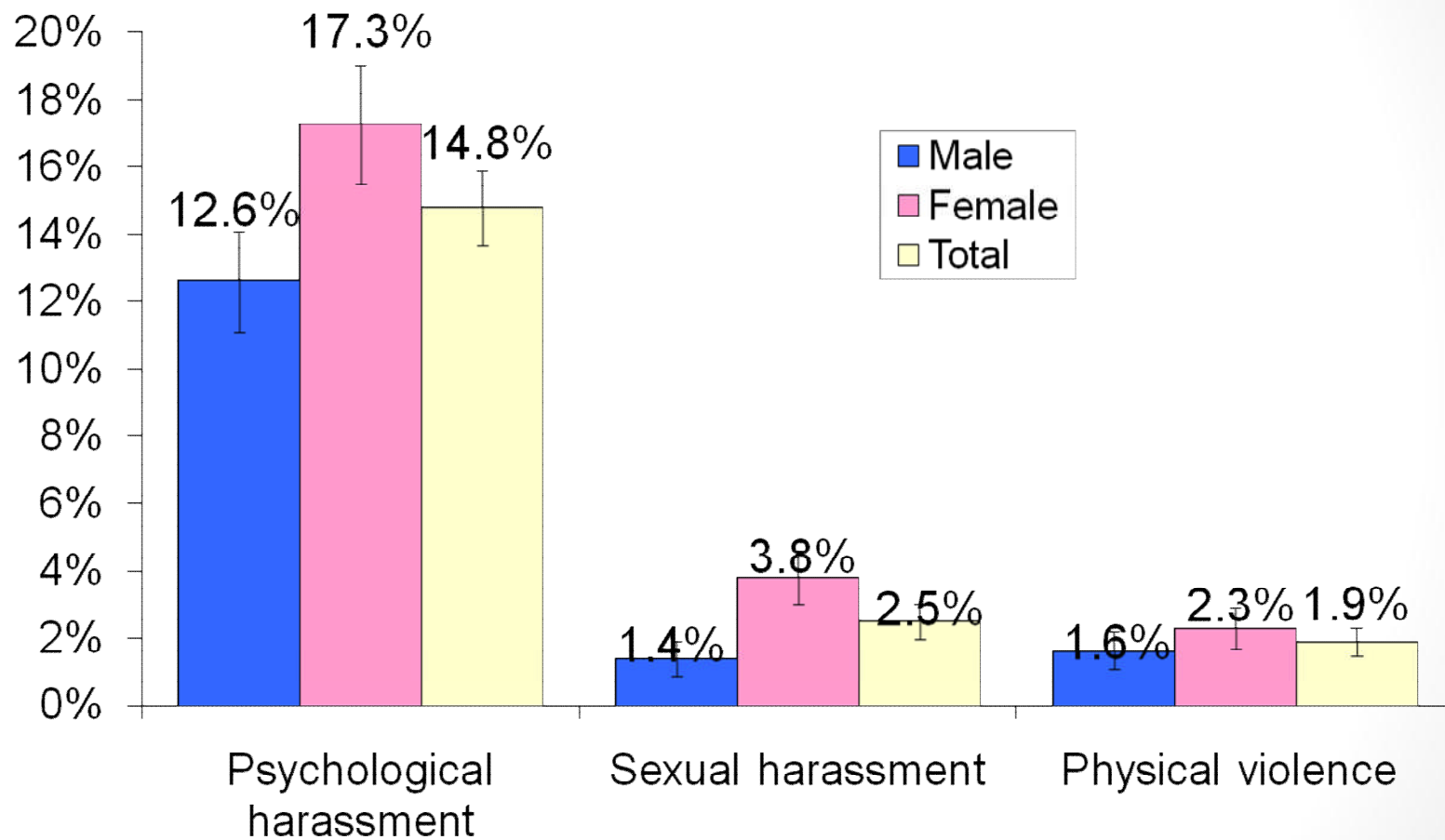
# A few concepts: violence

- One source of workplace stress is occupational violence.
- There are many other sources of stress, including organisational factors:
  - Overload
  - Intensification
  - ... (this afternoon)
- Occupational violence can include physical violence, psychological harassment, discriminatory harassment and other forms of violence
  - Which can lead to mental health problems
  - These problems can be disabling

# Occupational violence in Québec: EQCOTESST 2007-08

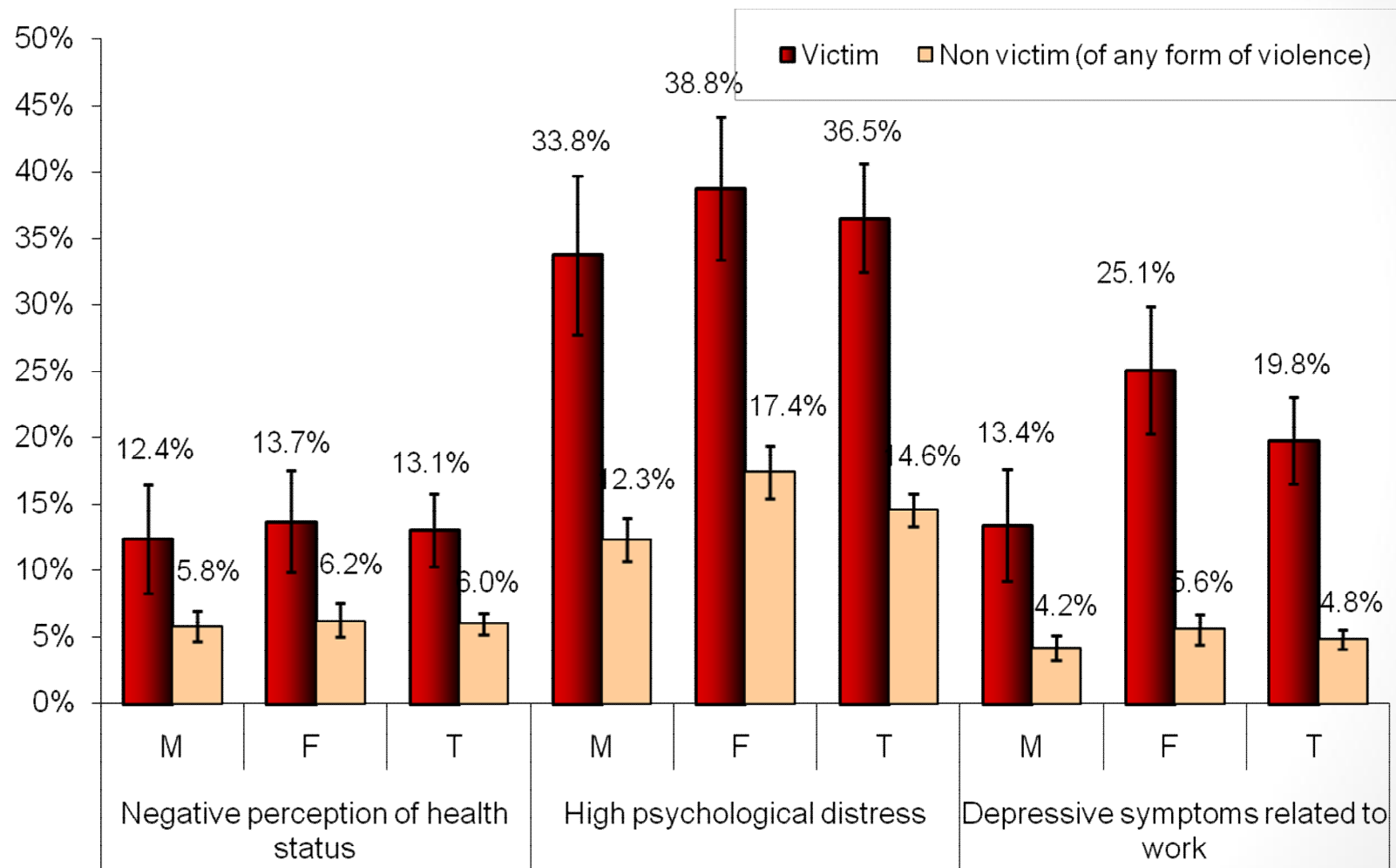
- Psychological harassment
    - Mobbing
    - Bullying
  - Sexual harassment
    - Being subjected to unwanted words, gestures or actions of a sexual nature
  - Physical violence
- During the past 12 months at your main job, were you subjected to psychological harassment, that is, repeated verbal harassment or actions that affected your dignity or personal integrity?

# Prevalence of the different forms of occupational violence (previous 12 months)



Tests du Khi-2 statistiquement significatifs, selon le sexe, au seuil de 5 % pour le harcèlement psychologique et pour le harcèlement sexuel. NON significatif pour la violence physique.

# Prevalence of health indicators according to exposure to psychological harassment



Tests du Khi-2 statistiquement significatifs au seuil de 5 %, chez les hommes, chez les femmes et pour le total