

Supervisor fact sheet

Workplace bullying and harassment

Health and safety at work isn't just about addressing physical hazards, it also includes focusing on psychological hazards. WorkSafeBC's [Occupational Health and Safety Policies](#) outline the duties of supervisors, workers, and employers in preventing and addressing workplace bullying and harassment.

This fact sheet explains the duties of supervisors.

Supervisor duties include the following:

- Not engaging in bullying and harassment
- Applying and complying with the employer's policies and procedures on bullying and harassment

Resources and additional information

Visit [worksafebc.com/bullying](https://www.worksafebc.com/bullying) for resources to help prevent and address workplace bullying and harassment. You can also call our Prevention Information Line for information about this or any health and safety topic: 1.888.621.7233.

Bullying and harassing behaviour can include:	Bullying and harassing behaviour does not include:
• Verbal aggression or yelling • Humiliating initiation practices or hazing • Spreading malicious rumours • Calling someone derogatory names • Any other inappropriate conduct or comment that would cause someone to feel humiliated or intimidated	• Expressing differences of opinion • Offering constructive feedback, guidance, or advice about work-related behaviour • Reasonable action taken by an employer or supervisor relating to the management and direction of workers or the place of employment (e.g., managing a worker's performance, taking reasonable disciplinary actions, assigning work)