**Policy Item D4-23-2  
RE: Supervisor Duties - Workplace Bullying and Harassment**

**BACKGROUND**

**1. Preamble**

A supervisor has a duty to take all reasonable steps to ensure the health and safety of workers under their supervision, and as a result, a supervisor must take all reasonable steps to prevent where possible, or otherwise minimize, workplace bullying and harassment. Workplace bullying and harassment can lead to injury, illness or death.

This Policy provides a consistent legal framework for stakeholders, WorkSafeBC Officers and decision-makers identifying what WorkSafeBC considers to be reasonable steps for a supervisor to prevent where possible, or otherwise minimize, workplace bullying and harassment.

**2. Explanatory Notes**

Section 23 of the *Workers Compensation Act* ("*Act*") requires supervisors to take all reasonable steps to ensure the health and safety of workers under their supervision.

This policy (D4-23-2), which flows from the above section in the *Act*, discusses supervisor duties regarding bullying and harassment.

There are two other related policies that address workplace bullying and harassment: [Policy D4-21-2, Employer duties](https://www.worksafebc.com/en/law-policy/occupational-health-safety/searchable-ohs-regulation/ohs-policies/policies-for-the-workers-compensation-act#SectionNumber:D3-115-2), and [Policy D4-22-1, Worker duties](https://www.worksafebc.com/en/law-policy/occupational-health-safety/searchable-ohs-regulation/ohs-policies/policies-for-the-workers-compensation-act#SectionNumber:D3-116-1).

**3. The *Act***

Section 23

(1) Every supervisor must

(a) ensure the health and safety of all workers under the direct supervision of the supervisor….

A supervisor's obligation to ensure health and safety of workers includes:

(a) not engaging in bullying and harassment of workers, other supervisors, the employer or persons acting on behalf of the employer; and

(b) applying and complying with the employer's policies and procedures on bullying and harassment.

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