

Preventing Harassment in the Workplace



NovaScotia.ca/PreventWorkplaceHarassment

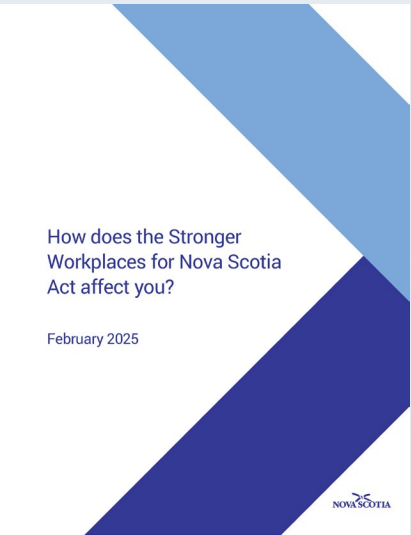
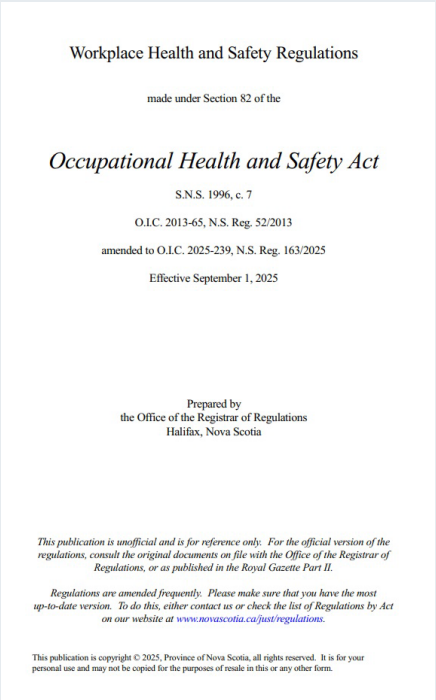
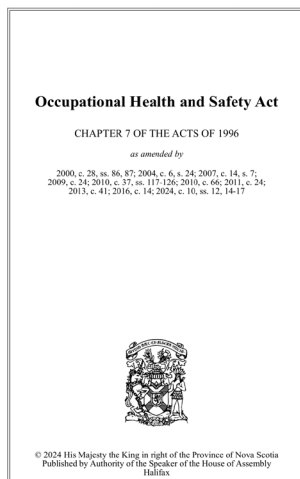


BACKGROUND

- The Occupational Health and Safety (OHS) Division is responsible for Nova Scotia's OHS Act and Regulations.
- The **Harassment in the Workplace Regulations** were informed by the input from the **Preventing Harassment in the Workplace Engagements (2023)** which identified a need for government to provide clearer rules and guidance related to harassment prevention.
- As a result, the province of Nova Scotia passed the **Stronger Workplaces for Nova Scotia Act (2024)** which included changes to our OHS Act.
- Changes to the **OHS Act** that took effect **September 1, 2025** recognize "health and safety" as both **physical and psychological**, giving government ability to create regulations related to harassment in the workplace. Workplaces in Nova Scotia are required to create a policy related to harassment in the workplace in accordance with the **Harassment in the Workplace Regulations**.
- To accommodate the **Harassment in the Workplace Regulations**, the **Workplace Health and Safety Regulations (WHSR)** were updated to insert **Part 27: Harassment in the Workplace**.

RELATED INFORMATION

THE NEWEST VERSIONS OF BOTH THE OHS ACT AND WORKPLACE HEALTH AND SAFETY REGULATIONS ARE AVAILABLE ON OUR WEBSITE.



ENSURE YOUR WORKPLACE POSTS THE MOST RECENT VERSION OF THE OHS ACT AND HAS A COPY OF THE MOST RECENT VERSION REGULATIONS AVAILABLE.

[NovaScotia.ca/PreventWorkplaceHarassment](https://www.novascotia.ca/PreventWorkplaceHarassment)



WEBSITE

STATISTICS AS OF OCTOBER 1, 2025

18K

ACTIVE USERS

VIEWS

26K

HOME PAGE

LEARN MORE



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LEARN MORE:

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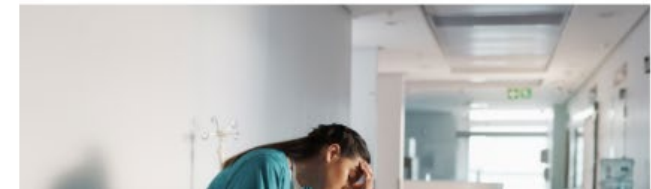


Français

Preventing Harassment in the Workplace

Important changes have been made in Nova Scotia to better support psychological health and prevent workplace harassment.

Starting September 1, 2025, all employers in Nova Scotia must have a policy to prevent and address workplace harassment.



AWARENESS CAMPAIGN

AWARENESS MATERIALS

Employees have
the right to a
workplace **free**
from harassment.



Safety goes
beyond
Headgear



Just as headgears protect your head, recent changes to the Occupational Health and Safety Act protect you from workplace harassment.



Starting September 1,
all employers in
Nova Scotia must have
policies in place to
prevent workplace
harassment.



Visit:


[NovaScotia.ca/
PreventWorkplaceHarassment](https://NovaScotia.ca/PreventWorkplaceHarassment)

to learn more.



NovaScotia.ca/PreventWorkplaceHarassment



A man with glasses and a goatee, wearing blue medical scrubs, stands in a brightly lit hospital hallway. He is smiling and holding a white clipboard. The hallway has white walls, doors, and a blue exit sign in the background.

**the Act protects your right to
handle workplace concerns safely.**

HARASSMENT DEFINITION

SCAN ME



Workplace harassment is defined in subsection **27.1** of the *Workplace Health and Safety Regulations*:

“**workplace harassment**” means a single significant occurrence or a course of repeated occurrences of objectionable or unwelcome conduct, comment or action in the workplace, including bullying, that, whether intended or not, degrades, intimidates or threatens, and includes all of the following, but does not include any action taken by an employer or supervisor relating to the management and direction of an employee or the workplace:

- (i) workplace harassment or bullying that is based on any personal characteristic, including, but not limited to a characteristic referred to in clauses 5(1)(h) to (v) of the Human Rights Act,
- (ii) inappropriate sexual conduct, including, but not limited to, sexual solicitation or advances, sexually suggestive remarks or gestures, circulating or sharing inappropriate images or unwanted physical contact.

WHAT STEPS YOU NEED TO TAKE - STAYING COMPLIANT

WORKPLACE HARASSMENT POLICY - EMPLOYERS

- **Review Harassment Management** – Examine current policies and procedures to understand how harassment is managed in your workplace. Ensure a harassment policy is in place and being followed.
- **Update Safety Management Systems** – Ensure you are updating your safety management systems and/or OHS Program to ensure proper implementation of the Harassment Regulations that took effect on **September 1, 2025**. Continually assess current job training requirements and identify additional training needs as required.
- **Workplace Harassment Policy** must contain:
 - Statement
 - Commitment
 - Procedures
 - Policy Review Steps
 - Training Requirements

CONTINUED

WORKPLACE HARASSMENT POLICY

STATEMENT

- An entitlement to a harassment free workplace that includes an obligation not to engage in workplace harassment and encourages employees to report workplace harassment.
- The employer will not disclose information related to any incident except when required by law, necessary for the purpose of any investigation and for the purposes of taking corrective action.
- That the employer will not reprimand or seek reprisal against any employee who has made a workplace harassment in good faith, and ensures the policy will not discourage, prevent or preclude a complainant from exercising other legal rights pursuant to any other law.

COMMITMENT

- A commitment that the employer will ensure within that no employee will be subjected to workplace harassment, investigate all workplace harassment complaints, and take fair and appropriate corrective action.

CONTINUED

WORKPLACE HARASSMENT POLICY

PROCEDURES

- Provide the expected reporting process for workplace harassment, e.g. to the employer or supervisor. Make it easy and safe for employees to report these concerns.
- Know how to recognize, prevent and respond to workplace harassment.
- Provide process for making a workplace harassment report/complaint to a person other than the employer or supervisor, if the employer or supervisor is a subject of the complaint.
- When investigating a complaint of workplace harassment, ensure the investigation process is well-defined with clear guidelines.
- These guidelines must provide process for informing the complainant and subject of the complaint of the result of the investigation and any corrective action that has been or will be taken as a result.

POLICY REVIEW

- Review the Harassment Policy at least once every 3 years and update it if necessary.
- Welcome input and seek feedback from employees (including Managers, Supervisors and other staff), and the Joint Occupational Health and Safety Committee (JOHSC) and/or Health and Safety Representative.

TRAINING

- Training for all employees on the Preventing Harassment Policy and Procedures.

SUPPORTING YOUR WORKPLACE – EVERYONE

- **Educate Yourself** – Familiarize yourself with your company’s harassment policy, your role in preventing harassment, and how to address issues.
- **Recognize and Report Harassment** – As with any other safety hazard, follow the Internal Responsibility System (IRS) by reporting any harassment you witness. Understand your right to report concerns and that retaliation for reporting is prohibited and if it takes place also reported.
- **Support a Respectful Workplace** – Be aware of your actions and behaviors, treat coworkers with respect, speak up against inappropriate behavior, and support colleagues affected by harassment. If you see something, say something.
- **Document and Seek Support** – If you experience or witness harassment, document the incident with details. Seek support from employee assistance programs, counseling services, or legal guidance if needed. Refer to the Safety Branch website, Labour Standards divisions, or Human Rights Commission for additional resources.

RESOURCES

**GUIDE FOR
EMPLOYERS**

NOW AVAILABLE!

Harassment in the Workplace **Guide for Employers**



Department of Labour, Skills & Immigration,
Occupational Health & Safety Division


NOVA SCOTIA

**This Guide includes
checklists, policy
templates, and
useful forms.**

RESOURCES

POSTER

NOW AVAILABLE!

Workplace Harassment: Know the Law, Know Your Role



Starting **September 1, 2025**, the Nova Scotia Occupational Health and Safety Act will include new requirements to better address workplace harassment.

All Nova Scotia workplaces must:

-  Have a harassment policy
-  Include a clear definition and statement of commitment
-  Provide employee training
-  Include a process for reporting harassment
-  Ensure a fair investigation process
-  Review the policy regularly

Know your role in prevention:

-  Ask your manager where to find your workplace harassment policy
-  Understand how to report or respond to harassment
-  Speak with your Manager/ Supervisor, Safety Representative, or JOHSC if you have questions



Creating a safe, respectful workplace is everyone's responsibility.

PreventWorkplaceHarassment.ca

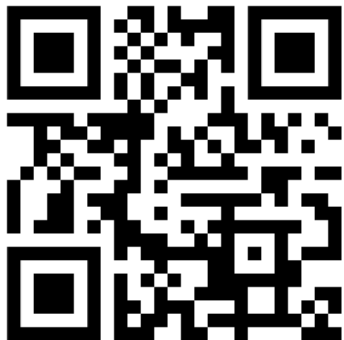


RESOURCES



Nova **SAFE**

NovaSAFE.ca



Visit NovaSAFE.ca
for additional
workplace harassment
information & resources

RESOURCES

KNOW YOUR RIGHTS – MAKE THE RIGHT CALL.

Still unsure or need assistance?

EMPLOYEES – Understand your employee rights, including how to report health and safety concerns when your internal procedures are not working properly.

EMPLOYERS – Need clarifications, support or assistance?

Contact us at **1-800-9LABOUR** (1-800-952-2687) or email **SafetyBranch@novascotia.ca** for assistance.

**MAKE THE
RIGHT CALL.**

NOVASCOTIA



Call **1-800-9LABOUR**
for workplace and public
space safety issues,
concerns and regulations.

1-800-952-2687
safetybranch@novascotia.ca

RESOURCES

**Safety Branch
Contact List**

Stay informed about workplace and technical safety.

[Subscribe](#)



JOIN THE SAFETY BRANCH CONTACT LIST

- Stay up-to-date on health and safety information.
- Receive new resources for your workplace.
- Learn about upcoming engagement sessions, call for comments, new regulations and other Safety Branch announcements.

safetybranch-communications.novascotia.ca/subscribe

SAFETY BRANCH NEXT STEPS

- Provide ongoing website updates.
- Safety Branch staff will continue to present to organizations, sectors and associations on the new harassment regulation.
- Launching a Harassment in the Workplace Awareness Course.
- Exploring and developing psychological health and safety learning resources.



QUESTIONS / DISCUSSION

- Do you have any questions for the Safety Branch?

Thank you!


NOVA SCOTIA

Preventing Harassment
in the Workplace

