



SPEAKER

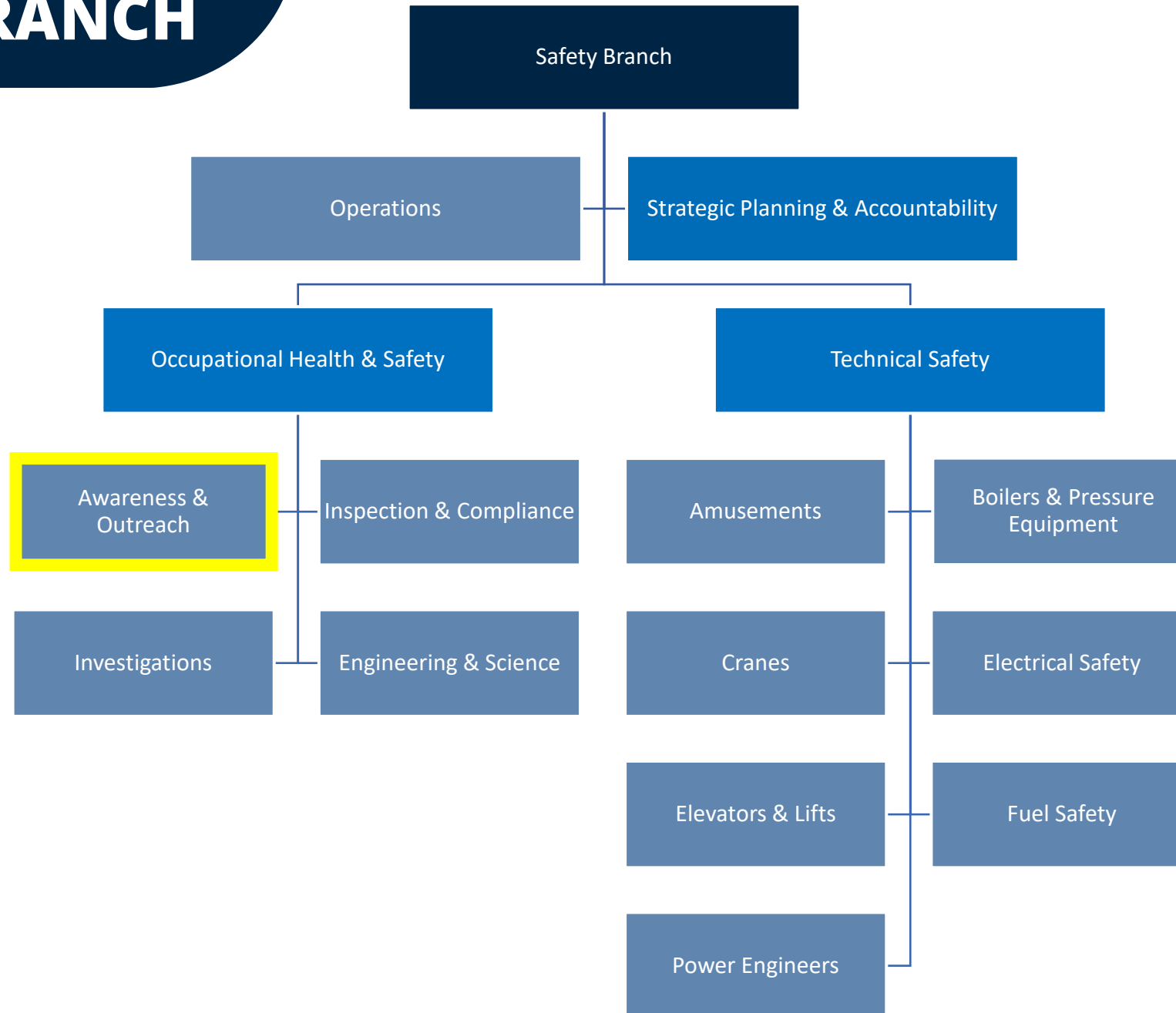
BLAISE MACNEIL

Safety Advisor, Occupational Health and Safety

SAFETY BRANCH

DEPARTMENT OF LABOUR, SKILLS AND IMMIGRATION

SAFETY BRANCH



Technical Safety

SAFETY

standard or regulation.

DIVISION **OVERVIEW**

- Technical Safety promotes, verifies, and enforces safety requirements for technical products in workplaces and public spaces.
- This commitment is essential for protecting public safety, preventing incidents, and ensuring compliance with the latest safety regulations and best practices.

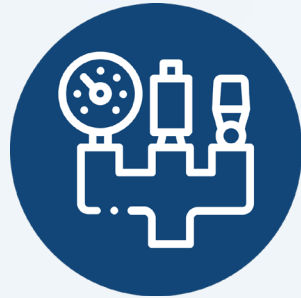


SECTIONS

The Technical Safety Division works with its partners, clients, and interested parties to achieve regulatory compliance for:



Amusements



Boilers & Pressure Equipment



Crane Operators



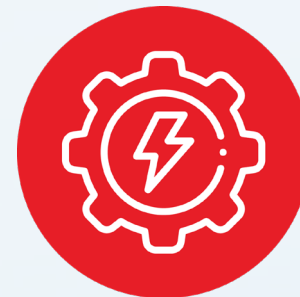
Electrical Safety



Elevators & Lifts



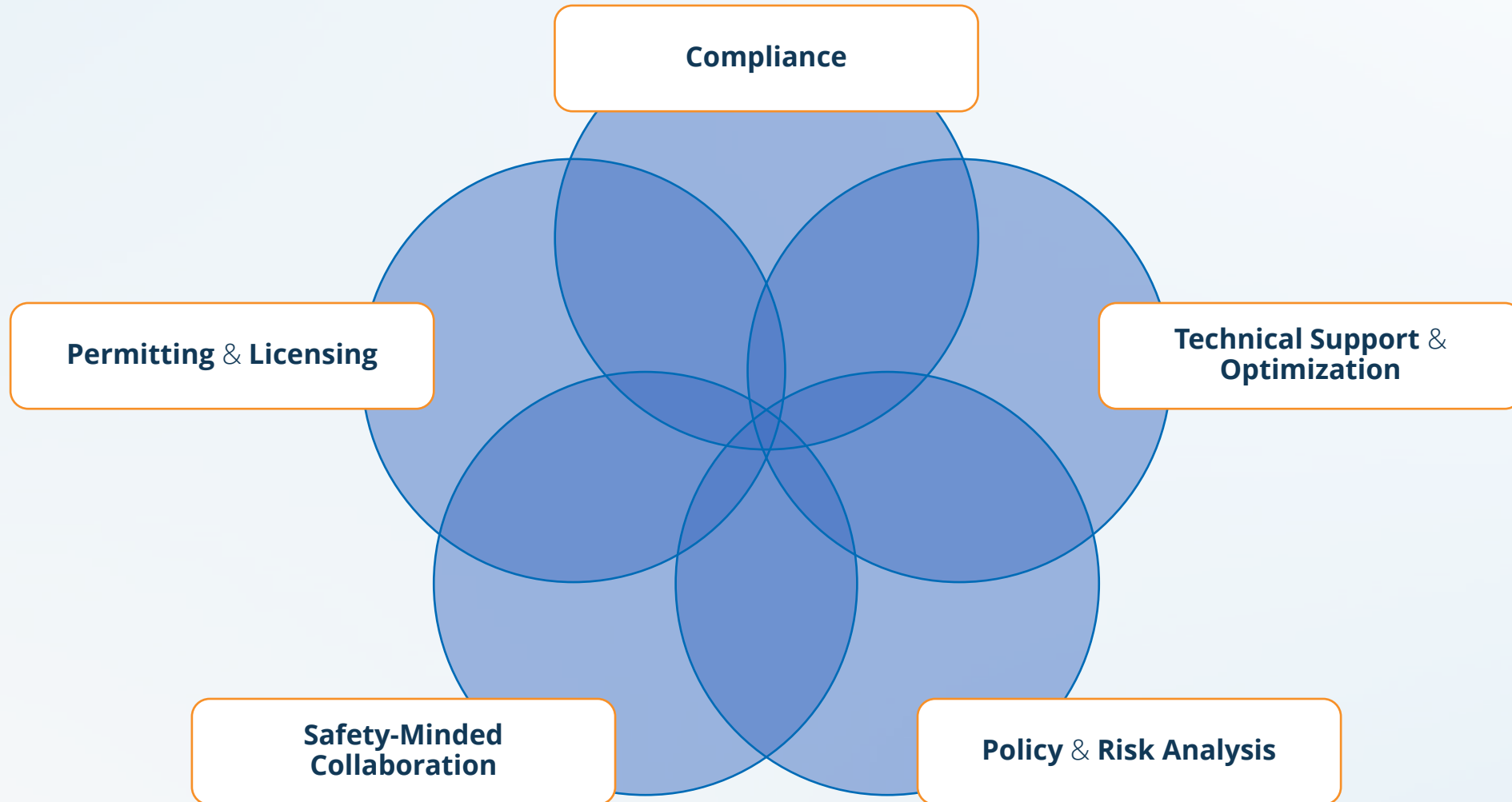
Fuel Safety



Power Engineers

TECHNICAL SAFETY

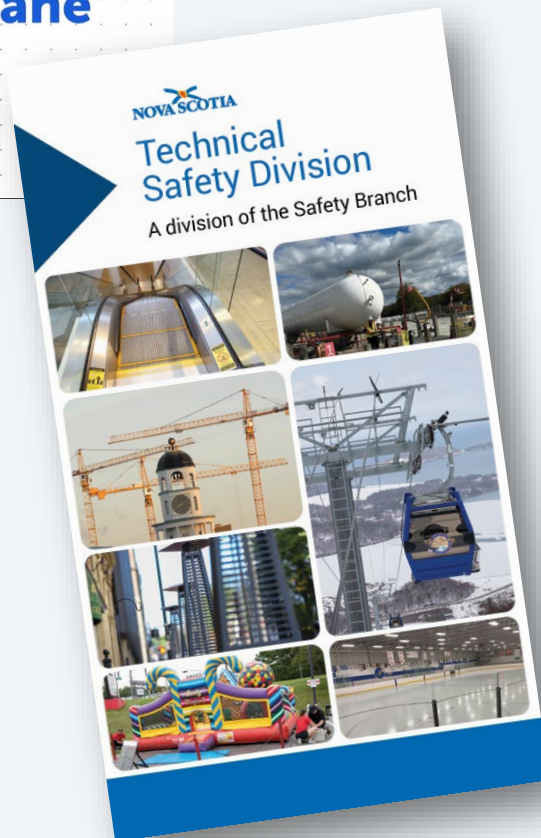
HOW WE DELIVER...



TOOLS / RESOURCES

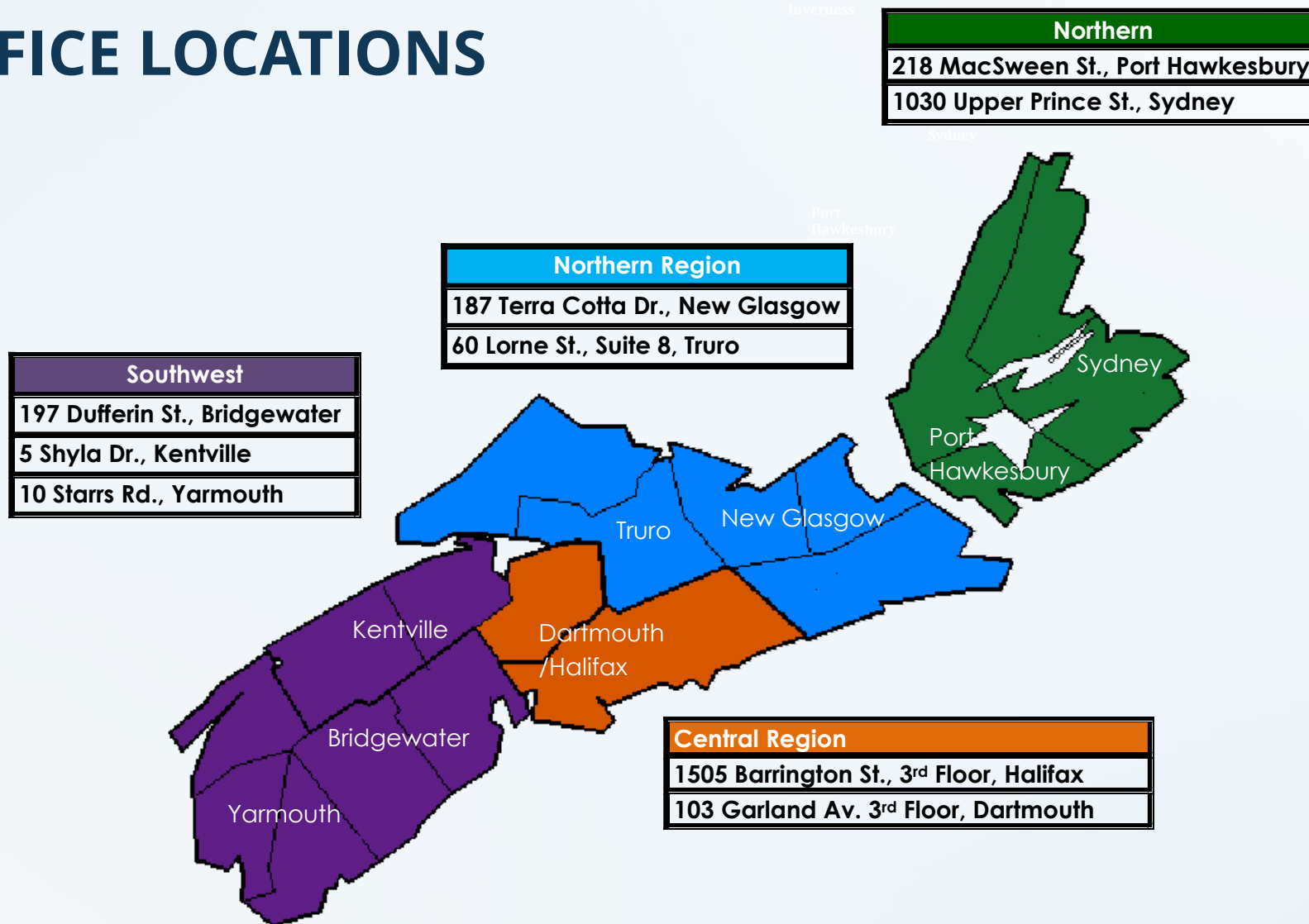


**Fuel Safety:
Lifecycle of Propane**



Inspection & Compliance

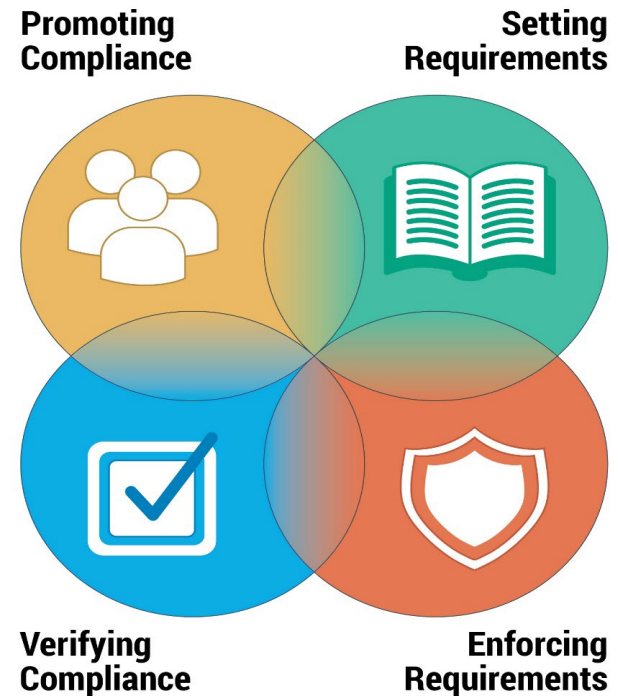
OHS OFFICE LOCATIONS



STRATEGIC GOALS

- Increase safety through service delivery excellence
- Develop a positive workplace culture
- Build collaborative partnerships and relationships

PATHWAYS TO COMPLIANCE



DEVELOPING OUR COMPLIANCE PLAN

Purpose

- Work within priority sectors to support the achievement of compliance and assist in reducing harm/losses caused by various workplace hazards and risks
- Effectively allocate our resources to areas where we could potentially have the greatest impacts
- Apply a more systematic, objective, and evidence-based approach

Approach

- Applying a strategic lens that honors existing relationships and builds new one
- Using data (qualitative and quantitative) to inform prioritization of inspection focus areas
- Identifying emerging trends and leaving space to pivot as new opportunities are identified
- Developing inspection/project work to achieve both short and long-term desired outcomes
- Ensuring that our “Pathways to Compliance” is maintained as the foundation for our compliance work

Selection

- Sectors and employers were selected using a risk-based approach, based on:
 - Our internal compliance data
 - WCB data
 - Market data
 - Ongoing compliance work (maintaining current relationships)
 - New work (building new relations)
- Our Compliance Plan work spans the fiscal year and is reviewed regularly to allow us to adjust as needed.

Engineering & Science

SECTION OVERVIEW



P.Eng

CRSP

ROH

CIH

RSO

M.Sc.

B.Eng

PROGRAM



AREAS OF FOCUS

Policy

- WHMIS Regulations
- Codes and Standards
- Occupational Health
- TLV Annual Updates
- Blasting
- Renewable Energy
- Safety and Mobility

Mining and Quarries

- Underground Mine Inspections, Filings & Approvals
- Blasting: Special Case Blasting Applications
- Blasting: Incidents
- Mine Rescue Exercise
- Pits and Quarries

Occupational Health

- Cannabis Manufacturing
- Radon Gas
- WHMIS
- Healthcare
- Sun Safety
- Patient Lift (Safety Bulletin)
- Carbon Monoxide (New Guide)
- Respirator Guide (New Guide)

Interesting Work

- Hoists (Webinar)
- Dalhousie University Engineering Capstone
- Engineers Nova Scotia
- Provincial Pre-Storm Preparation Committee
- **Nova SAFE Content**
 - Respirators
 - Heat Stress and Cold Stress
 - Noise

Awareness & Outreach

NOVA SAFE



Safety Information Made Simple

- ✓ Plain language summaries
- ✓ Helpful definitions
- ✓ Direct links to legislation
- ✓ Additional resources

Scan the QR code or visit

NovaSAFE.ca

TOOLS / RESOURCES

Stay informed about workplace and technical safety. Join the Safety Branch Contact List.



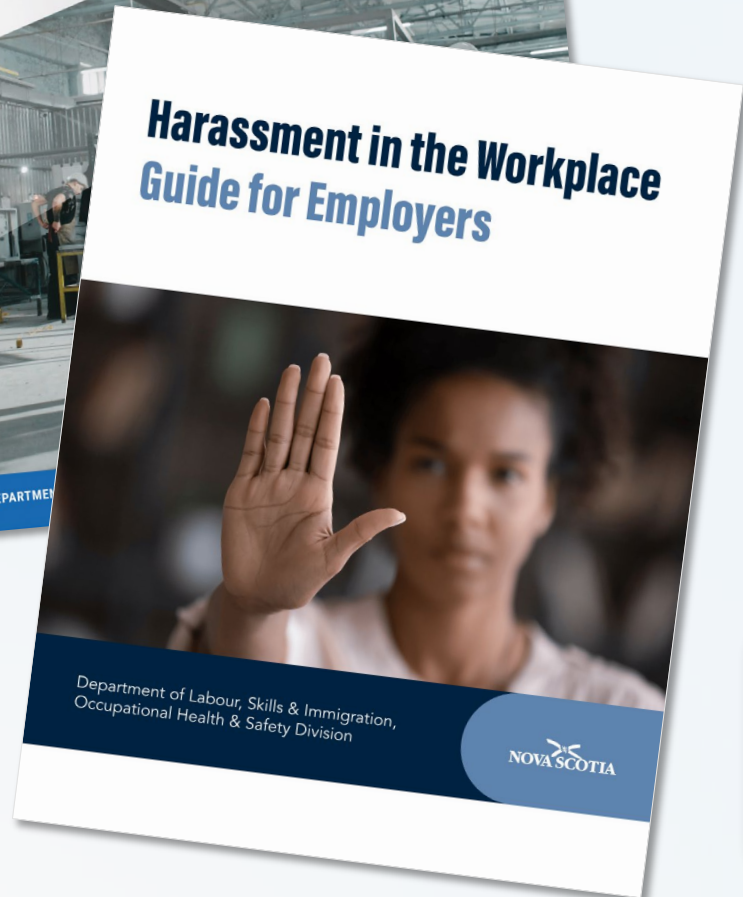
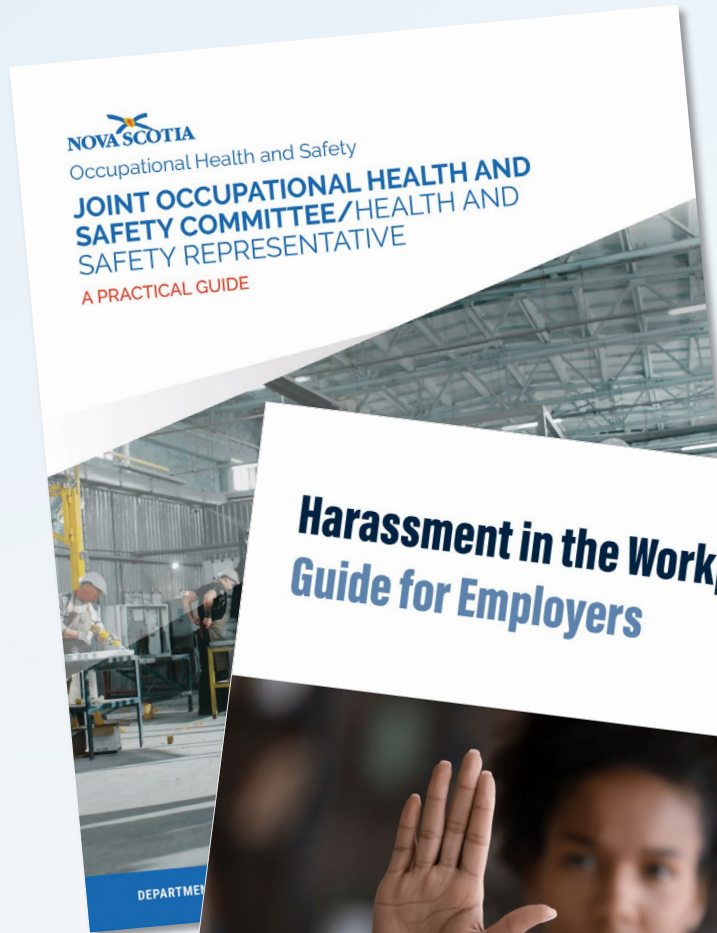
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including additional
multilanguage options.



Subscribe today.

AWARENESS & OUTREACH

GUIDES & BROCHURES



Preventing Harassment in the Workplace



NovaScotia.ca/PreventWorkplaceHarassment



BACKGROUND

PREVENTING WORKPLACE HARASSMENT ENGAGEMENT

What We Heard Engagement on Preventing Workplace Harassment



Department of Labour, Skills and Immigration
July 2024

STRONGER WORKPLACES FOR NOVA SCOTIA ACT

How does the Stronger Workplaces for Nova Scotia Act affect you?

February 2025



HARASSMENT IN THE WORKPLACE REGULATIONS

Part 27: Harassment in the Workplace

Definitions for Part 27

27.1 In this Part,

"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.

Workplace harassment prevention policy

27.2 (1) An employer must establish and implement a written workplace harassment prevention policy that includes all of the following:

- (a) a statement that every employee is entitled to employment free of workplace harassment;
- (b) a commitment by the employer to ensure, so far as is reasonably practicable, that no employee will be subjected to workplace harassment;
- (c) a statement that all employees have an obligation not to engage in workplace harassment;
- (d) a statement that employees are encouraged to report incidents of workplace harassment;
- (e) information about all of the following procedures:
 - (i) how to recognize, prevent and respond to workplace harassment,
 - (ii) the procedure for reporting incidents of workplace harassment to the employer or a supervisor,
 - (iii) the procedure for making a workplace harassment complaint to a person other than the employer or supervisor, if the employer or supervisor is a subject of the complaint,
 - (iv) the procedure for investigating a complaint of workplace harassment,
 - (v) the procedure for informing the complainant and the subject of the complaint of the result of the investigation or any corrective action that has been or will be taken as a result of the investigation;
- (f) a statement that the employer will not disclose any information obtained in relation to a complaint of workplace harassment, including personal information, unless the disclosure is
 - (i) required by law,
 - (ii) necessary for the purposes of investigating the complaint, or
 - (iii) necessary for the purposes of taking corrective action with respect to the complaint;
- (g) a statement that the employer will not reprimand or seek reprisal against an employee who has made a workplace harassment complaint in good faith;
- (h) a commitment by the employer to investigate all complaints of workplace harassment;
- (i) a commitment by the employer to take appropriate corrective action respecting any person under the employer's direction who subjects an employee to workplace harassment;
- (j) a statement that the employer's workplace harassment prevention policy is not intended to discourage, prevent or preclude a complainant from exercising other legal rights under any other law.

(2) An employer must ensure that employees are trained in the workplace harassment prevention policy.

(3) An employer must review the workplace harassment prevention policy at least once every 3 years and update it, if necessary.



AWARENESS

What is your level of awareness around the new **Harassment in the Workplace** regulations?

QUESTION 1

- Does your workplace have a **harassment prevention policy**?

QUESTION 2

- If yes, have you received any **training** on the harassment prevention policy?

RESPONSES ARE ANONYMOUS

SCAN TO PARTICIPATE



VIEW RESULTS

EMPLOYERS

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

LEARN MORE:

PreventWorkplaceHarassment.ca

Protecting Your Workers from Harassment

Harassment Doesn't Always Come from Inside Your Workplace

- Customers, clients, patients, students, or parents
- Tenants, members of the public, or people visiting your worksite
- Contractors, suppliers, or vendors
- A worker's own family member, ex-partner, or former employee

6 Practical Steps to Address Third-Party Harassment

1. Know Where the Risk Lives
2. Make Your Policy Coverage Clear
3. Set Expectations for Clients and Visitors
4. Train for Real Situations
5. Make Reporting Easy and Safe
6. Act When It Happens

EMPLOYEES

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, Health and Safety Representative, or Joint Occupational Health and Safety Committee (JOHSC) if you have questions

LEARN MORE:

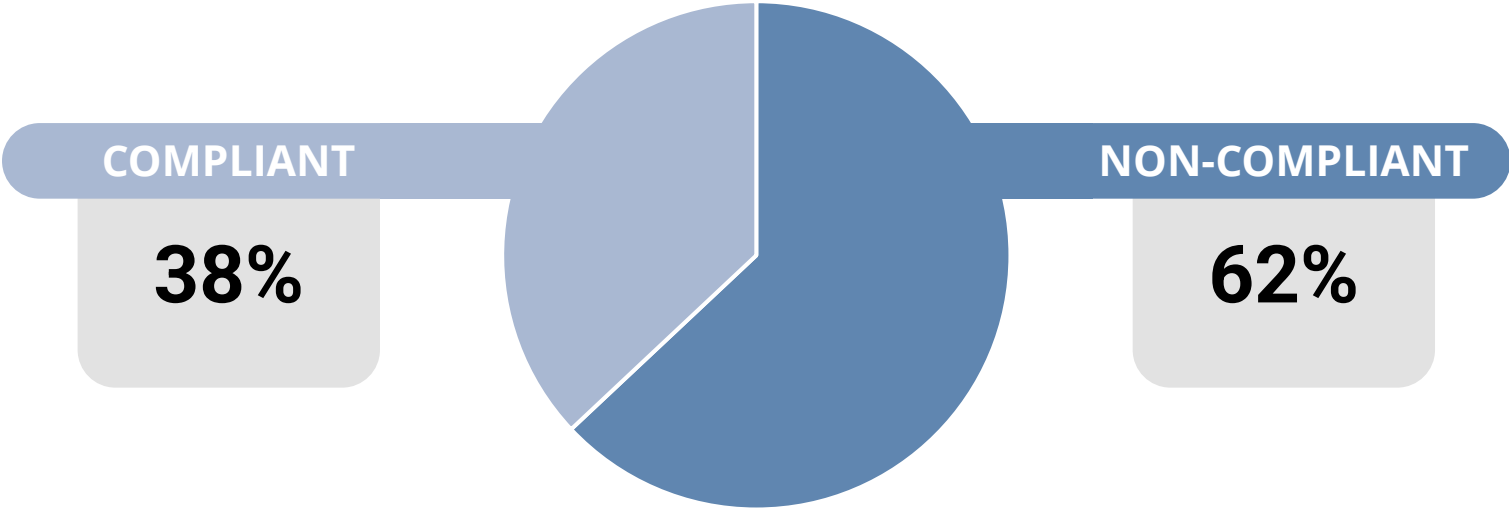
PreventWorkplaceHarassment.ca



ANALYTICS

ALL INDUSTRIES

984 PROACTIVE INSPECTIONS
WITH HARASSMENT INCLUDED



Preventing Workplace Harassment Questions	Yes	No	Compliance
1. Does the employer have a workplace harassment prevention policy?	334	489	41%
2. Does the policy meet the requirements of the regulations?	296	504	37%
3. Is there a procedure for reporting workplace harassment?	302	505	37%
4. Is there a procedure for investigating workplace harassment?	299	507	37%
5. Does the employer ensure that employees are trained on the workplace harassment prevention policy?	294	512	37%
6. Does the employer ensure that employees are trained on how to recognize, prevent and respond to workplace harassment?	291	516	36%

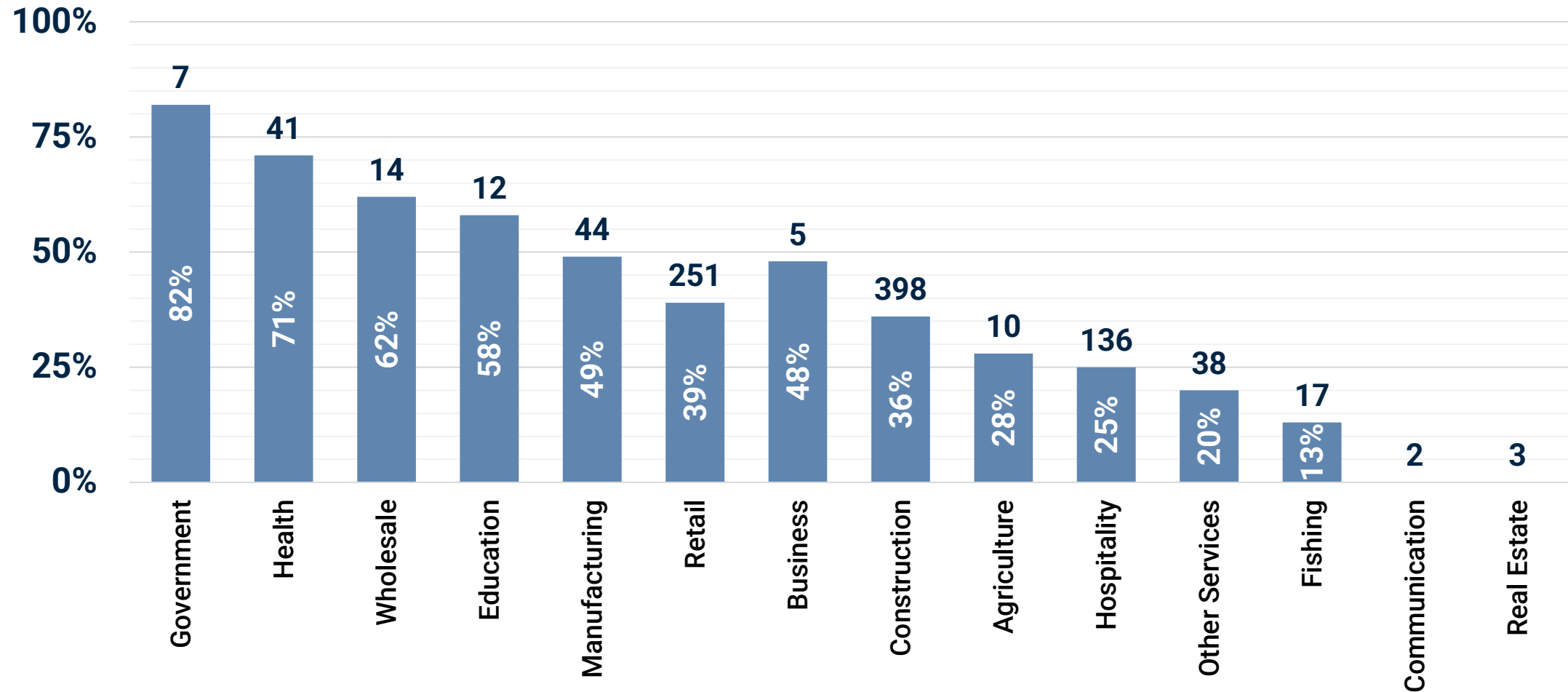
REPORTING PERIOD: SEPTEMBER 1, 2025 – AUGUST 11, 2026

ANALYTICS

ALL INDUSTRIES

984 PROACTIVE INSPECTIONS
WITH HARASSMENT INCLUDED

● Rate of Occurrence ● Number of Inspections

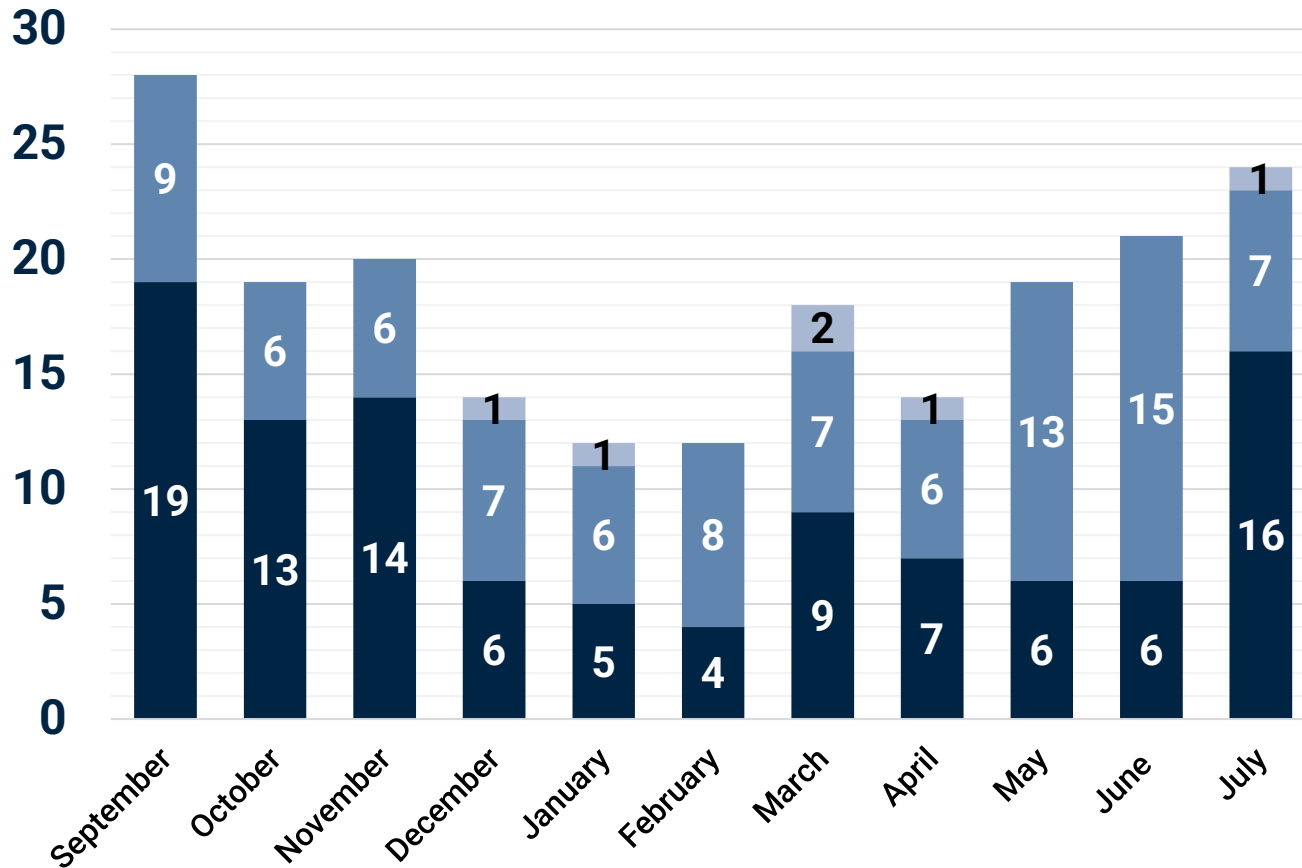


REPORTING PERIOD: SEPTEMBER 1, 2025 – AUGUST 11, 2026

ANALYTICS

PHONE / EMAIL INQUIRIES

- Referred to Other Organization
- Assigned to OHS Officer
- Resolved by Call Taker



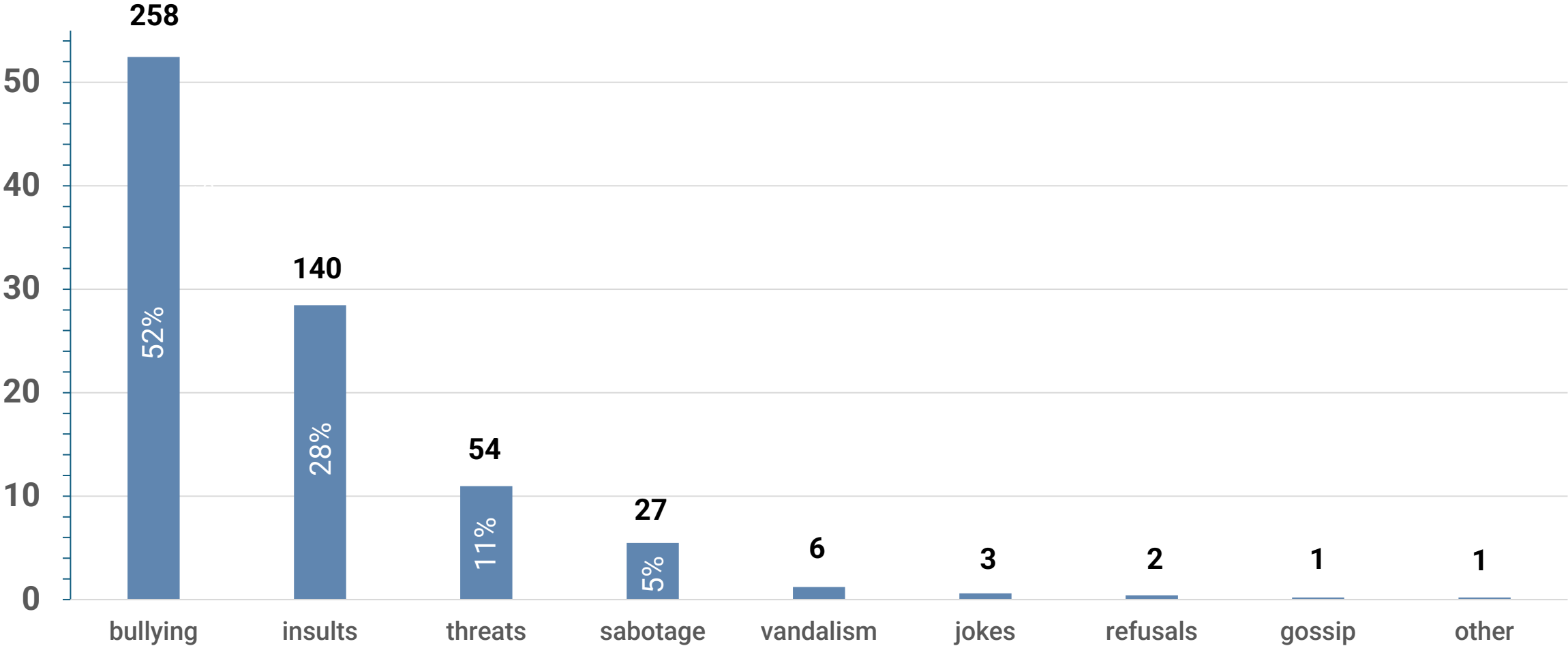
REPORTING PERIOD: SEPTEMBER 1, 2025 – JULY 31, 2026



ALL INDUSTRIES

492 COMPLAINTS RECEIVED

● Rate of Occurrence ● Number of Complaints

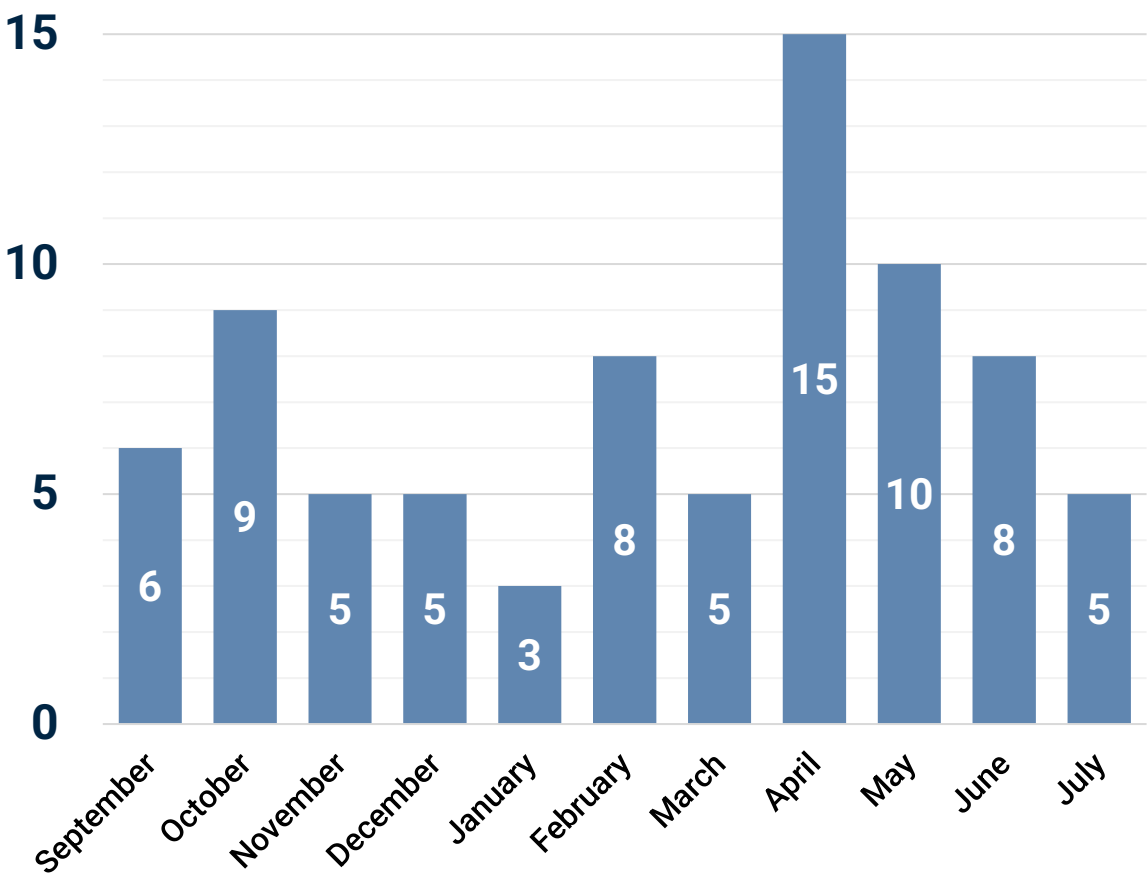


REPORTING PERIOD: SEPTEMBER 1, 2025 – AUGUST 11, 2026

COMPLAINT FORM



Number of Submissions



REPORTING PERIOD: SEPTEMBER 1, 2025 – JULY 31, 2026

NOVA SCOTIA

Workplace Harassment Complaint form

Harcèlement au travail – Formulaire de plainte

☒ English

☐ Français

As of Sept 1, 2025, new Harassment in the workplace regulations have been introduced in Nova Scotia. To report a workplace harassment concern, the harassment must have occurred and been reported to the workplace after Sept 1, 2025.

Has the harassment occurred after Sept 1, 2025?

☐ Yes

☐ No

Has the harassment been reported after Sept 1, 2025?

☐ Yes

☐ No

Are you concerned your employer isn't following or enforcing a harassment prevention policy? *

☐ Yes

☐ No

Have you reported this concern to your manager, employer, or JOHSC/Health and Safety Representative? *

☐ Yes

☐ No

Contact Information

(The OHS Division may contact you to gather additional information)

Name: *

What is your preferred method of contact? *

☐ Email

☐ Phone Number

Do you wish to remain anonymous when we contact the employer? *

(If you chose No, your information and complaint will be shared with employer)

☐ Yes

☐ No

TOOLS & RESOURCES

PreventWorkplaceHarassment.ca

- Find helpful information and resources on Harassment in the Workplace regulations, employer requirements, and workplace roles and responsibilities.

FRANÇAIS

[Home](#) [About](#) [Resources](#) [FAQ](#) [Contact](#) [Reporting Workplace Harassment](#)



Preventing Harassment in the Workplace

Everyone has the right to a workplace free from harassment

Harassment in the Workplace Regulations

All Nova Scotia employers are required to comply with the updated Workplace Health and Safety Regulations, Part 27, which set out requirements to prevent and address workplace harassment.

These changes came into effect on September 1, 2025, and help make workplaces safer, healthier, and more respectful for everyone.

[REVIEW THE REGULATIONS ↗](#)



Watch on  YouTube



Employer Requirements

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

[LEARN MORE: GUIDE FOR EMPLOYERS](#)

[VISIT WEBSITE](#)

TOOLS & RESOURCES

GUIDE FOR EMPLOYERS

Harassment in the Workplace Guide for Employers



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



TOOLBOX TALKS



Preventing Harassment in the Workplace

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

Summary / Overview

Everyone deserves to work in a positive and productive work environment. Harassment is not part of a healthy workplace, and we all have a role to play in preventing it.

A safe and harassment-free environment supports mental and physical well-being, reduces stress, and helps people do their best work.

The Nova Scotia Occupational Health and Safety Act and its regulations state that:

"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

Responsibilities

Employers

Ensuring compliance with the Occupational Health and Safety Act and Regulations so that your workplace is free of harassment and bullying.

- Develop and follow a workplace harassment policy that includes a clear definition and statement of commitment.

- Take action to prevent or minimize harassment and bullying.
- Develop and put in place procedures for workers to report incidents of workplace harassment, fair investigation procedures for dealing with those incidents.
- Inform and train all levels of leadership and employees about harassment in the workplace.
- Review your policy statement and procedures regularly.

Leaders / Managers / Supervisors

- Don't bully or harass other workers, supervisors, or the employer. Treat everyone with civility and respect.
- Follow and apply your employer's policies and procedures on workplace harassment.

Workers

- Don't bully or harass other workers, supervisors, or the employer. Treat everyone with civility and respect.
- If you see or experience harassment and bullying in the workplace, speak up and report concerns appropriately.
- Know where to find and follow your employer's policies and procedures on workplace harassment.

How to Report Workplace Harassment

Follow the established reporting process in your workplace. If your manager or supervisor is involved in harassment or bullying, bring your concerns to your human resources contact.

If the issue is not resolved, contact the Safety Branch at the Nova Scotia Department of Labour, Skills and Immigration.



SafetyBranch@novascotia.ca | 1-800-9LABOUR (1-800-952-2687)
PreventWorkplaceHarassment.ca



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



LEARN MORE: [PreventWorkplaceHarassment.ca](https://www.preventworkplaceharassment.ca)

VIEW RESOURCES



TOOLS & RESOURCES

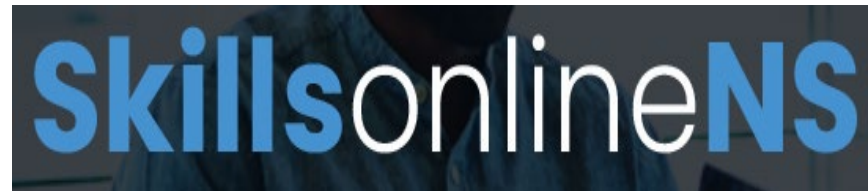
Our partnership with CCOHS provides Nova Scotians access to eight free courses per year.



NOVA SCOTIA
HUMAN RIGHTS
COMMISSION



An online portal for skills development in Nova Scotia, with hundreds of free online courses.



LEARN MORE:

PreventWorkplaceHarassment.ca



VIEW RESOURCES

TOOLS & RESOURCES

NEW TOPIC



Nova **SAFE**

HARASSMENT

- ✓ Plain language summaries
- ✓ Helpful definitions
- ✓ Direct links to legislation
- ✓ Additional resources

NovaSAFE.ca

NEW COURSE



Skillsonline**NS**

Learn how to recognize,
prevent and respond to
workplace harassment.

FREE ONLINE COURSE

SkillsOnlineNS.ca

LEARN MORE: PreventWorkplaceHarassment.ca



GUIDANCE

QUESTION 1

- What areas of the **Harassment in the Workplace** regulations do you need further clarity, direction or support?

QUESTION 2

- What is the best way for the **Safety Branch** to connect with workplaces to make them aware of new safety regulations or updates?

QUESTION 3

- What are the **biggest challenges** you face with preventing harassment in the workplace?

RESPONSES ARE ANONYMOUS

SCAN TO PARTICIPATE



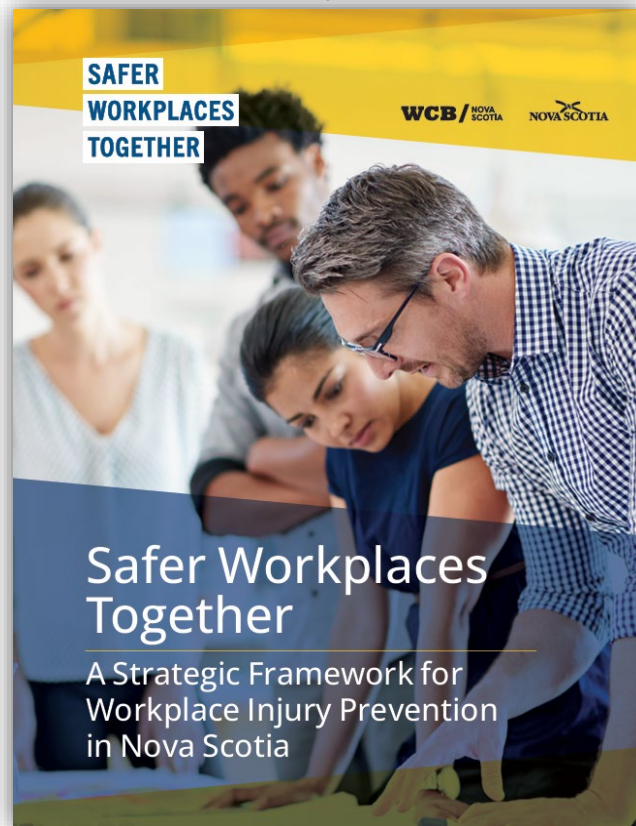
VIEW RESULTS

Who's involved?

- Employers
- WCB Nova Scotia
- Safety Associations
- Industry Associations
- Government of Nova Scotia
- Unions
- Workers and Supervisors
- Advisors and Subject Matter Experts

SAFER WORKPLACES TOGETHER

REPORT



INFORMATION SHEET

Workplace Injury Prevention in Nova Scotia



The Problem: Change is needed to take prevention to a new level in Nova Scotia

Workplace injuries in Nova Scotia are at an all-time low. But still too many Nova Scotians are getting injured on the job. To prevent more injuries, we need to change how we work. It's time to level up—individually and as a team—to deliver better results and face new challenges head-on.

Deliver Better Results

- Sprains, strains, and musculoskeletal injuries
- Supporting supervisors

Face New Challenges

- Psychological injuries
- Supporting newcomers to the workforce

The Solution: Safer Workplaces Together

The call to action is clear: Collaborate better, prevent more injuries.

We are inviting partners to join us in building a strong, purpose-driven network focused on big impact in injury prevention. We will be ready to take on new challenges and drive real change for Nova Scotians.



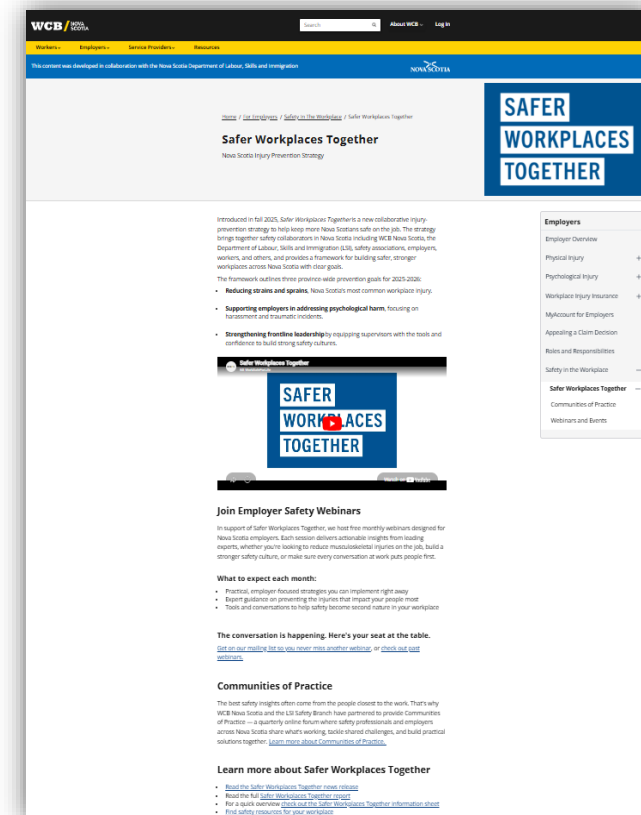
How will this be different?

We are uniting for stronger prevention:

- ✓ Placing employers, workers, and shared workplace responsibilities at the centre of every decision
- ✓ Working as one team with a clear plan
- ✓ Agreeing on shared goals and who's doing what
- ✓ Staying focused on a few key priorities, in a structured and coordinated way
- ✓ Using and sharing solid data and evidence to guide action
- ✓ Setting ambitious targets and measuring outcomes
- ✓ Reporting progress and lessons learned transparently



WEBSITE



Thank you!

Any questions?

SafetyBranch.ca



SUBSCRIBE to
the **Safety Branch**
Contact List



WORK SAFE

HOME SAFE

EVERY DAY