

BULLYING AND HARASSMENT

Not acceptable. Not "the trade." Report it. The employer at the workplace deals with it. WorkSafeBC P2-21-2, P2-22-1, P2-23-2.

Working copy. Current controlled version is on this site.

POLICY STATEMENT

Workplace bullying and harassment is not acceptable or tolerated on a lift, on a host site, or toward a worker. This is the policy statement required of an employer under WorkSafeBC P2-21-2(a). The employer at the workplace does not engage in bullying and harassment of workers or supervisors.

WHAT IT IS

Any inappropriate conduct or comment toward a worker that the person knew, or reasonably ought to have known, would humiliate or intimidate that worker. It includes sexual harassment, racism, isolation, sabotage of someone's work, and "that's just the trade." The person can be anyone on the job - a supervisor, a host, another contractor's crew.

WHAT IT IS NOT

Reasonable action taken to manage the work: correcting an unsafe hitch, stopping a lift, checking competency, holding a person to the chart, or speaking plainly in a brief. Yelling STOP is communication. Humiliating a rigger in front of the crew is not.

SCOPE

Applies to every crane operator, rigger, signalperson and lifting supervisor working to this program, and to supervisors. It applies on host sites. A multiple-employer workplace does not cancel the employer's duty to its workers.

THE EMPLOYER

Takes all reasonable steps to prevent where possible, or otherwise minimize, workplace bullying and harassment. Workers Compensation Act s. 21. Informs workers of this policy. Trains workers and supervisors to recognize it, report it, and apply these procedures. Reviews this policy and these procedures at least annually - next review 2027-09-01.

SUPERVISORS

Do not engage in bullying and harassment. Apply this policy. P2-23-2. A supervisor who uses the brief to humiliate is not supervising.

WORKERS

Do not engage in bullying and harassment of other workers, supervisors, the employer, or persons acting on behalf of the employer. Report it if you experience it or see it. Apply this policy. P2-22-1.

HOW TO REPORT

Report as soon as you can. Tell the supervisor or the employer at the workplace. Email info@sin.ae.org with the subject BULLYING AND HARASSMENT, or use Report Bullying or Harassment under Incident Reporting. Say who, when, where, what was said or done, and who saw it. You do not need a form if a call is faster.

IF THE ALLEGED PERSON IS THE SUPERVISOR OR THE EMPLOYER

If the alleged bully is your supervisor or a person acting for the employer, do not report only to that person. Report to the employer at the workplace, or email info@sin.ae.org. If the alleged person is the employer itself and you cannot use the internal route, call the WorkSafeBC Prevention Information Line: 1 888 621 7233.

HOW IT IS DEALT WITH

The employer at the workplace, or a person who is not the alleged bully, investigates promptly and fairly. The investigation covers what happened, who was involved, when and where, witnesses, and any record. The people involved are heard. Confidentiality is kept as far as the investigation allows. Follow-up includes corrective action and a timeline. Records are kept by the employer at the workplace. They are not sent to WorkSafeBC unless asked for.

NO PUNISHMENT FOR GOOD FAITH

Workers are not punished for reporting in good faith, for being a witness, or for refusing to join in. A false report made to injure someone is a separate matter.

IMMEDIATE DANGER

If you are in immediate danger, get out and call for help. This policy does not ask you to stay in a cab, a zone, or a parking lot to be abused.