



## POLICY AND PROCEDURES

### S 045: Workplace Bullying and Harassment

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#### DEFINITION

Bullying and harassment:

- Includes any inappropriate conduct or comment by a person towards a worker that the person knew or reasonably ought to have known would cause that worker to be humiliated or intimidated but excludes any reasonable action taken by an employer or supervisor relating to the management and direction of workers or the place of employment.
- Conduct or comments that might constitute bullying and harassment include verbal aggression or insults, calling someone derogatory names, harmful hazing or initiation practices, vandalizing personal belongings, and spreading malicious rumours.

#### POLICY

Bullying and harassment are not acceptable or tolerated at Cycling BC. All workers will be treated fairly and respectfully.

#### **Workers must:**

- Not engage in the bullying and harassment of other workers
- Report if bullying and harassment are observed or experienced
- Apply and comply with the employer's policies and procedures on bullying and harassment.

#### **Application**

This policy statement applies to all workers, including permanent, temporary, casual, contract, and student workers. It applies to interpersonal and electronic communications, such as email.

#### PROCEDURE

The procedures of the Cycling BC Discrimination, Bullying and Harassment Policy apply.

**Date Reviewed:** May 2023

**Date approved:** August 2023