

Workplace Violence & Harassment: What are my responsibilities?

Type of Violence	Employer	Supervisor	Employee
Violence & Harassment	Develop harassment & violence prevention plans & ensure that no workers are subjected to or participate in harassment or violence at the work site.	Ensure that none of the workers under the supervisor's supervision are subjected to or participate in harassment or violence at the work site.	Refrain from causing or participating in harassment or violence. Should report all incidents of violence & harassment.
Domestic Violence	If this is brought to the attention of the employer, the employer is required to take reasonable and necessary precautions to protect the worker and other workers at the work site.	If this is brought to the attention of the supervisor, the supervisor is required to take reasonable and necessary precautions to protect the worker and other workers at the work site.	If domestic violence is affecting your work life (you are the one experiencing it or you suspect a co-worker is) you may want to report to your manager/ supervisor so they can help keep you and your coworkers safe at work. *You are not obligated to report.
Elder Abuse	Obligated to report to the authorities and communicate to staff if required to ensure staff & resident safety.	Obligated to report to the employer, authorities and communicate to staff if required to ensure staff & resident safety.	Obligated to report to manager/supervisor and/or authorities.

