



RESPONSE TO PETITION

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PETITION No.: **421-01733**

BY: **Ms. BENSON (SASKATOON WEST)**

DATE: **OCTOBER 20, 2017**

PRINT NAME OF SIGNATORY: **RODGER CUZNER**

Response by the Minister of Employment, Workforce Development and Labour

SIGNATURE
Minister or Parliamentary Secretary

SUBJECT
Canada Labour Code

ORIGINAL TEXT

REPLY

While some progress has been made, too many people continue to experience harassment and violence in federal workplaces. This has negative impacts for employees and employers and it is unacceptable. That is why the Government has tabled Bill C-65, *An Act to amend the Canada Labour Code, the Parliamentary Employment and Staff Relations Act and the Budget Implementation Act, 2017, No. 1*, in the House of Commons, on November 07, 2017. This Bill will create a new single regime protecting employees from harassment and violence in the federal workplaces, including the federal public service and parliamentary workplaces.

More specifically, it will:

- Amend the purpose clause of Part II (Occupational Health and Safety) of the *Canada Labour Code* (Code) to explicitly set out that it is aimed at protecting the psychological health of employees.

- Require that harassment and violence be treated as part of a continuum of unacceptable behaviours ranging from teasing and bullying, to sexual harassment and physical and sexual violence.
- Require employers to take concrete action to prevent and protect against harassment and violence in the workplace and effectively respond to incidents when they do occur.
- Require employers to record and report occurrences of harassment or violence.
- Implement measures to protect the privacy of employees who report occurrences of harassment and violence in order to encourage potential victims to come forward.
- Expand coverage of Part II (Occupational Health and Safety) of the Code to capture staff in Ministers' offices.
- Bring into force Part III of the *Parliamentary Employment and Staff Relations Act* to offer occupational health and safety protections, including against harassment and violence, to employees working on Parliament Hill.