



**Workplace violence and harassment can include but is not limited to:**

**Physical assault or aggression**

(Ex. hitting, biting, pushing, intimidation, spitting)

**Threat(s) of physical assault** (Ex. Verbal or written)

**Psychological injury** (Ex. verbal abuse, insults, swearing, name calling)

**Harassment** (single or repeated incident of objectionable or unwelcome conduct, comment, bullying or action intended to intimidate, offend, degrade or humiliate a particular person or group)

**Domestic violence** (is a workplace hazard when it occurs or spills over into the workplace. Employers must take reasonable precautions to protect affected workers.)

**As a worker you:**

Get yourself in a safe position or place

Report the incident to your employer, as soon as possible

Seek immediate medical attention if required, and file a WCB claim

Fill out AUPE OHS Issues Reporting Form [www.aupe.org](http://www.aupe.org)

Contact your Membership Services officer at AUPE 1-800-232-7284

**Employers must investigate all reports of violence and must work to prevent a recurrence of similar violent acts.**

**VIOLENCE & HARASSMENT  
IS NOT  
PART OF  
YOUR JOB**