

FV: _____

BULLYING AND HARASSMENT POLICY

① Conduct expected on board this Vessel:

② Bullying and Harassment – What it is:

On this vessel bullying and harassment includes:

③ Bullying and Harassment – What it is not:

On this vessel bullying and harassment does not include:

④ Responsibilities:

Crew must:

Owners and Masters must:

⑤ What to do if you are being bullied or harassed by other crew:

⑥ What if you are being bullied by the master (skipper)/employer?

- If the vessel master/employer has not taken reasonable steps to address the incident, contact the **WorkSafeBC Prevention Information Line**. Call **604-276-3100 (1-888-621-7233 toll free)** to speak with a prevention officer about your master/employer's duty to take reasonable steps to prevent workplace bullying and harassment.
- If the issue has not been resolved after reporting the incident to your master/employer and discussing it with a prevention officer, you may submit a complaint to WorkSafeBC. WorkSafeBC may make further inquiries into the steps the master/employer has taken to prevent workplace bullying and harassment.

Date policy created: _____ (All crew will be provided with a copy)

(Employers: For more information please see the **How To** guide attached.)