

## Human Resources Legislative Update

# Federal Government Launches Public Consultation on Proposed Changes to Harassment and Violence Provisions of the *Canada Labour Code*

**Date:** August 27, 2018

Employment and Social Development Canada (ESDC) has launched a public consultation on the proposed regulatory framework to be implemented in support of Bill C-65, [\*An Act to amend the Canada Labour Code \(harassment and violence\), the Parliamentary Employment and Staff Relations Act and the Budget Implementation Act, 2017, No. 1\*](#). Bill C-65 was tabled in November 2017 and, if passed, will amend the *Canada Labour Code* with respect to the prevention of workplace harassment and violence and enact safety obligations into the *Parliamentary Employment and Staff Relations Act*.

Comments are invited on the draft regulatory framework on matters including:

- the resolution process and the timeframes involved
- the content of the investigation report
- the content of workplace violence and harassment prevention policies
- how employers will be required to deal with family/domestic violence and with non-workers in the workplace
- the implementation of policies, training requirements and frequency of training
- the supports to be provided to the parties to an incident of harassment and violence in the workplace
- annual reporting requirements.

The draft regulatory framework can be found on the [ESDC website](#). If you want to have your say on the proposed draft framework, you can complete the [survey](#) or provide submissions by email until October 5, 2018, by sending your submissions to [EDSC.TRA.PHV-HVP.LAB.ESDC@labour-travail.gc.ca](mailto:EDSC.TRA.PHV-HVP.LAB.ESDC@labour-travail.gc.ca).

For background information on Bill C-65, see our [Legislative Update](#) of November 9, 2017, and our [Federal Post](#) of November 27, 2017.