

# KGH MEDICAL STAFF WELLNESS COMMITTEE

## - POLICY ON BULLYING AND HARASSMENT

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### 1.0 PURPOSE

The purpose of this Policy is to:

- Acknowledge that bullying in the workplace and healthcare exists amongst medical staff.
- Recognize that bullying negatively impacts the psychological health and wellbeing of staff, patient care and safety and workplace culture.
- Apply and comply with Interior Health policies and procedures on bullying and harassment.
- Declare a clear commitment to eliminate bullying.
- Support and promote safe workplace environments.

### 2.0 DEFINITIONS

Bullying	Bullying is usually seen as acts or verbal comments that could psychologically or 'mentally' hurt or isolate a person in the workplace. Sometimes, bullying can involve negative physical contact as well. Bullying usually involves repeated incidents or a pattern of behaviour that is intended to intimidate, offend, degrade or humiliate a particular person or group of people. It has also been described as the assertion of power through aggression. <sup>1</sup>
Discrimination	Adverse differential treatment of an individual or group, whether intended or not, on the basis of Indigenous identity, race, color, ancestry, place of origin, political belief, religion, marital status, family status, physical or mental disability, sex, sexual orientation, gender identity or expression, age or unrelated criminal conviction. Discrimination of this nature imposes burdens or obligations on an individual or group that serves no work-related function. It is important to note that such conduct is not only a breach of this Policy; it may also be a breach of the British Columbia Human Rights Code. <sup>2</sup>
Disruptive behavior	An enduring pattern of conduct that disturbs the work environment. Disruptive behaviour include objectionable language, uncontrolled anger and verbal and physical threats that cause a negative impact on colleagues, co-workers and patients, and potentially on the delivery of safe care. Disruptive behavior can also be passive in its approach and more difficult to identify. This might include repeated refusals to comply with known and accepted practice standards; chronic refusal to work collaboratively with colleagues, staff and patients; failure to respond to calls for assistance (when on-call or expected to be available); and persistent lateness. <sup>3</sup>
Harassment	Improper conduct by an individual, that is directed at and offensive to another individual in the workplace, including at any event or any location related to work, and that the individual knew or ought reasonably to have known would cause offence or harm. It comprises objectionable act(s), comment(s) or display(s) that demean, belittle, or cause personal humiliation or embarrassment, and any act of intimidation or threat. It also includes harassment within the meaning of the <a href="#">Canadian Human Rights Act</a> (i.e. based on race, national or ethnic origin, colour, religion, age, sex, sexual orientation, marital status, family status, disability and pardoned conviction). <sup>4</sup>
Incivility	One or more rude, discourteous, or disrespectful actions that may or may not have a negative intent behind them. <sup>5</sup>

Microaggressions	Everyday verbal, nonverbal, and environmental slights, snubs, or insults, whether intentional or unintentional, which communicate hostile, derogatory, or negative messages to target persons based solely upon bias toward historically marginalized groups. <sup>6</sup>
Violence	Violence is not only physical acts or verbal threats to cause physical injury to a person; violence also includes acts of discrimination, racism, bullying, and harassment that affect a person's psychological wellbeing. <sup>2</sup>

### 3.0 POLICY

- 3.1 The KGH Medical Staff Wellness Committee maintains a zero-tolerance stance on bullying and harassment.
- 3.2 The KGH Medical Staff Wellness Committee affirms that bullying and harassment are unacceptable workplace behaviours, in accordance with the AU0100 Standards of Conduct for Interior Health Employees, 3.6 Workplace Behaviour.
- 3.3 The KGH Medical Staff Wellness Committee is committed to eliminating bullying and actively fostering a safe workplace environment and will work towards achieving the stated purpose of the policy through:
  - Engagement with medical staff to understand their perspective, experience and concerns
  - Education to identify bullying, promote awareness, and interventions
  - Promoting professional, respectful behaviour in the workplace
  - Evaluation of effectiveness
- 3.4 The KGH Medical Staff Wellness Committee will uphold Interior Health's policies and procedures, including but not limited to AU1000 – Workplace Environment, AV3000 – Psychological Health and Safety in the Workplace, AU2100 – Diversity, AU2200 – Anti-Racism, AD0200 – Aboriginal Cultural Safety and Humility, and AU0100 – Standards of Conduct for Interior Health Employees.

*The KGH Medical Staff Wellness Committee is supported through Facility Engagement funding from the KGH Physicians Society. Wellness events organized for the benefit of KGH Medical Staff are sustained by KGH Medical Staff annual dues.*

#### 4.0 REFERENCES

1. Canadian Centre for Occupation Health and Safety. Bullying in the Workplace. CCOHS: Bullying in the Workplace. Updated December 22, 2022. Accessed April 9, 2024.
2. Interior Health Workplace Environment Procedural Guide: Policies & Procedures [IH] - Workplace Environment Procedural Guide.pdf - By Policy Manual Section (sharepoint.com)
3. College of Physicians and Surgeons of Alberta (2010). Managing Disruptive Behavior in the Healthcare Workplace. Guidance Document. College of Physicians and Surgeons of Alberta. Source: Managing Disruptive Behaviour in the Healthcare workplace - College of Physicians & Surgeons of Alberta | CPSA
4. Government of Canada (2013). Policy on Harassment Prevention and Resolution. Government of Canada. Source: Policy on harassment prevention and resolution .: BT43-156/2013E-PDF - Government of Canada Publications - Canada.ca
5. American Nurses Association. *Incivility, bullying, and workplace violence*. Washington, DC: Author. <http://www.nursingworld.org/MainMenuCategories/WorkplaceSafety/Healthy-Nurse/bullyingworkplaceviolence/Incivility-Bullying-and-Workplace-Violence.html>. Published 2015. Accessed April 9, 2024.
6. Interior Health AU2200 –Anti-Racism

#### IH Resources and Related Policies:

1. AU1000 – Workplace Environment: [Policies & Procedures \[IH\] - Workplace Environment - By Policy Manual Section \(sharepoint.com\)](#)
2. Workplace Environment Procedural Guide: [Policies & Procedures \[IH\] - Workplace Environment Procedural Guide.pdf - By Policy Manual Section \(sharepoint.com\)](#)
3. AV3000 – Psychological Health and Safety in the Workplace: [Policies & Procedures \[IH\] - AV3000 Psychological Health and Safety in the Workplace - By Policy Manual Section \(sharepoint.com\)](#)
4. AU2100 – Diversity: <https://www.interiorhealth.ca/sites/default/files/policies/admin/AU%20-%20Human%20Resources/Diversity.pdf>
5. AU2200 – Anti-Racism: <https://www.interiorhealth.ca/sites/default/files/PDFS/au2200-anti-racism.pdf>
6. AD0200 – Aboriginal Cultural Safety and Humility: [Policies & Procedures \[IH\] - Aboriginal Cultural Safety and Humility - By Policy Manual Section \(sharepoint.com\)](#)
7. 3.15 – Safe Reporting: [INTRODUCTION \(interiorhealth.ca\)](#)
8. AU0100 – Standards of Conduct for Interior Health Employees: [Policies & Procedures \[IH\] - Standards of Conduct for Interior Health Employees - By Policy Manual Section \(sharepoint.com\)](#)