1. What is psychological harassment? What do you do if you are a victim of it?

Psychological harassment is repetitive vexatious behavior that is unwanted or harmful. If you are a victim of psychological harassment in a work environment, you must report it to the CNESST. To prove that you are a victim, you need to prove that the behavior is vexatious, repetitive, that they affect your dignity and create a harmful work environment. This can be verbally, through gestures or behaviors of the people around you.

1. What is the difference between criminal and civil law?

Criminal law is concerned with criminal acts.

There are two types of crimes: indictable offenses, which are things like murder, assault, hijacking, etc.; and summary conviction offenses, which are things like causing a public disturbance or shooting a gun in public.

Civil law is concerned with rules that govern interactions between people. Contracts, marriages and negligence are all covered under civil laws. Negligence can escalate to criminal law, but it isn’t usually.

1. What are the 2 kinds of civil law systems in Canada? How do they work? What is the source of the law in each case?

Statue: Statue law is decided by the written law. The case is decided based on

Case: Case law is decided by previous similar or relevant cases.

1. Define negligence and give an example. How do you protect yourself from negligence?

Negligence is causing harm to someone by having them be in an unsafe environment. This can be simple things, such as not putting salt on an icy driveway and someone slips, or ignoring issues that you are aware of and people end up hurt. For example, Ford discovered a fault in one of their vehicles and decided it would cost less to be sued than recall the cars. They put people’s lives at stake instead of pay a bit of money.

1. What are your rights and duties at work?

You have the right to know any hazards of the work environment that you’re in. You have the right to know the effects of those hazards. You have the right to receive training, information, and supervision to do you job safely.

You have the right to be involved in the workplace activities, such as health and safety seminars or workshops. Being on a committee or reporting unsafe practises.

You have the right to refuse dangerous work. You must report this to your supervisor and HSC member. You can return to work once the problem is solved, otherwise an investigation continues and inspector must decide if the work is too unsafe.

As an Employer, you also have duties to your employees. You must have a workplace as safe as possible for your employees and you must let them form committees, such as a health and safety committee. You have the duty to train your employees in any potentially hazardous work and to provide them with protective equipment if they are doing hazardous work.