

# Newsletter



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Avocats • Lawyers

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## Employers: Something new on harassment

*On June 12, the Assemblée nationale, Quebec's legislature, adopted the Act to amend the Act respecting labour standards and other legislative provisions mainly to facilitate family-work balance. This Act has a much wider scope than its title leads to believe, since it amends several provisions on labour relations, especially those that prevent psychological and sexual harassment in the workplace.*

Employers should pay close attention to two provisions on harassment:

- As of January 1, 2019, employers will have to "adopt and make available to their employees a psychological harassment prevention and complaint processing policy that includes, in particular, a section on behaviour that manifests itself in the form of verbal comments, actions or gestures of a sexual nature." Keeping an eye open will no longer be sufficient to comply with the legal requirements: preventive measures will have to be taken.

- Since June 12, the time limit to file a complaint for psychological harassment has been increased from 90 days to two years. Naturally, this increases the risk that an employer may be targeted by an investigation.

Therefore, if you are an employer, you must make sure to adopt a harassment policy before January 1. You should plan an appointment with your HR and employment law advisors as soon as you come back from the summer holidays...



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Jacques Bélanger's practice focuses on all aspects of labour and employment law, especially employment injuries and occupational health and safety.



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