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An electronic newsletter for Island Employers on Workers Compensation and Occupational Health and Safety Matters

[princeedwardisland.ca](http://princeedwardisland.ca)  
search: Office of the Employer Advisor

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## **National Day of Mourning 2019**

On April 28<sup>th</sup> each year is observed as the National Day of Mourning and this year Prince Edward Islanders are asked to remember all the men and women who were killed, disabled or injured in the workplace.

We are encouraging all Islanders to attend a ceremony hosted by the  
**Prince Edward Island Federation of Labour  
Day of Mourning Ceremony at  
2:00pm on Sunday, April 28th, 2019  
St. Paul's Hall, 101 Prince Street, Charlottetown**  
as well as

Displaying a Day of Mourning poster;  
Wearing a Day of Mourning lapel sticker;  
Lowering workplace flags at half-mast;  
Observing a moment of silence.

The Day of Mourning originated in Canada in 1984 and today observed in more than 80 countries worldwide. Its purpose is to acknowledge the serious injuries and deaths of workers and to honor their memory.

For more information on the event, please contact the Prince Edward Island Federation of Labour at [peifed@pei.aibn.com](mailto:peifed@pei.aibn.com).

Posters and lapel stickers for the Day of Mourning are available from the Workers Compensation Board of PEI.

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## **HIRING YOUNG WORKERS FOR THE SUMMER?**

**Young workers include workers  
between the ages of 15 and 24**

### **DID YOU KNOW?**

You are likely already aware that as an employer, you have a moral and legal responsibility to protect all your workers, whatever their age or experience.

What you may be just discovering is how challenging it can be to fulfill those responsibilities when dealing with young workers.

Young workers are at greater risk of being injured on the job than any other group of workers. This guide has been developed to help you deal with this workplace reality.

**PLEASE click below for this Guide:**

[http://www.wcb.pe.ca/DocumentManagement/Document/pub\\_guideforemployersofyoungworkers.pdf](http://www.wcb.pe.ca/DocumentManagement/Document/pub_guideforemployersofyoungworkers.pdf)

## **Harassment in the Workplace....**

Workplace harassment is generally defined as any inappropriate conduct, comment, display, action or gesture where the person responsible knows, or ought reasonably to know, that the behavior could have a harmful effect on a worker's psychological or physical health and safety.

Unaddressed harassment can lead to:

- Stress and anxiety
- Decreased morale
- Poor customer service
- Reduced productivity
- Higher absenteeism
- Increased turnover
- Costly legal issues

Harassment can be seen in many forms such as:

- Offensive jokes
- Belittling
- Intimidation
- Malicious rumours
- Isolating
- Verbal aggression
- Threats
- Constant criticism
- Mocking

### *What can workplaces do to help?*

- Encourage everyone at the workplace to treat each other in a respectful and professional manner
- Develop a workplace policy and program that includes reporting procedures
- Encourage open communication with workers, and encourage them to do the same
- Educate workers and supervisors about what is considered harassment, and whom they can go to for help
- Take action right away. Treat all reports seriously, and investigate them promptly and confidentially
- Train supervisors and managers in how to address workplace conflict, whether or not a formal report has been filed
- Have an impartial third party help with the resolution, if necessary.

For more information, visit [wcb.pe.ca](http://wcb.pe.ca)

**TAKEN FROM THE FOLLOWING BROCHURE:**

<http://wcb.pe.ca/workplaceharassment>

**FOR A GREAT RESOURCE WITH MORE INFORMATION ON  
BULLYING IN THE WORKPLACE, PLEASE VISIT:**

<https://www.ccohs.ca/oshanswers/psychosocial/bullying.html>