

Organizational Review Worksheet

PSYCHOLOGICAL PROTECTION

DESCRIPTION: In a work environment with adequate psychological protection, employees are free from bullying, harassment, stigma and discrimination.

What are the potential benefits of effectively addressing psychological protection?

- Reduced costs from absenteeism and disability
- Reduced conflict
- Fewer job-related errors, incidents, accidents and injuries
- Fewer grievances and reduced legal liability

What information may be helpful to refer to or collect?

- Data on absenteeism
- Policies and processes related to a respectful workplace, harassment or bullying
- Documentation of incidents of inappropriate behaviour, including by customers, patients or clients
- Rates of staff complaints, grievances, and litigation

Consider the extent to which the following are happening:

- Shared understanding of organizational expectations for ethics, values and privacy
- Policies and processes to prevent and address harassment, discrimination and violence
- Annual review of the impact of policies, processes and procedures
- Immediate and effective response to any inappropriate behaviour
- Effective and prompt approaches to conflict resolution
- Employee training on harassment, discrimination and violence at work

Please respond to the statements below with respect to your workplace:	Always	Often	Sometimes	Rarely	Never
1. Management makes efforts to prevent harm to employees from discrimination.					
2. Every employee feels safe to speak up at work.					
3. Management makes efforts to prevent harm to employees from bullying.					
4. All employees are free from stigma related to having a mental illness at work.					
5. All employees are free from bullying at work.					
6. All employees are free from harassment (verbal, physical, or sexual) at work.					
7. All employees are free from discrimination at work.					

Do issues related to psychological protection present a greater risk to particular groups of employees? For example, newer employees, certain job roles such as supervisors, shift-workers, immigrants, remote workers, etc.

What are the strengths in your workplace? What do you already do well and want to continue to do in terms of psychological protection?

What could your workplace do to improve psychological protection?

If there is a difference between the organizational review score and the survey score, what may be contributing to the difference in perception between employees and the leaders who did the organizational review?

Is further action required in this area? Yes No

If yes, see [Evidence-based actions](#) for psychological protection.