**A Worldwide Call to Action**

**Dear Friends, Colleagues, Family, and Community Members,**

On the next page, you will find a **template letter** asking for **stronger legislation to protect employees from psychological harm.**

This letter is designed for anyone who wants to advocate for safer, healthier workplaces. You can email it, print and mail it, or bring it to a meeting with your **local politician.** Simply fill in your details and adapt the content to reflect your region and workplace, and if you like, add your own experience.

**Workplace bullying, harassment, and psychological harm are not isolated issues;** they are global problems that are destroying lives, careers, marriages, families, and communities. Mental health systems are overwhelmed. People are becoming ill, unable to work, or worse, some are losing their lives to heart attacks, strokes, or completed suicide. This is not a problem we can afford to ignore. We must make this stop. We can make this stop – together.

This step for change is about you, your loved ones, your colleagues, and your future. Let's stand up together for the future of our children, grandchildren, and the rest who follow. We need legislation that prevents harm, intervenes early, ensures accountability, and provides meaningful recovery and justice. Psychological safety should be a fundamental human right, not a privilege.

**We are asking for a worldwide call to action.** Just imagine the power of people from every country demanding change simultaneously. Your voice matters. Your story matters. And together, those abusing their power can no longer ignore our collective voice. Together, we have the power to bring about real change.

Please take this template letter and make it your own. **Then take the next step: send it.** Meet with your representative. Could you share it with others? Post it online. We can't afford to stay silent.

With strength and solidarity, **we will make a world of difference!**

**The International Workplace Bullying Awareness Committee**

instituteofworkplacebullyingresources.ca/workplace-bullying-awareness-week/

Template Letter 🡪

**Your Name**       Page One

**Your Address**

**City, Province/State, Country, Postal/ZIP Code**

**Email Address**

**Phone Number**

**Date**

**To: Full Name of Politician**

**Title – e.g., Minister of Labour, Mental Health, Human Rights, etc.**

**Government Institution or Office**

**Address**

**City, Province/State, Country, Postal/ZIP Code**

Dear [Title and Last Name],

**RE: Urgent Legislative Action Needed to Protect Workers from Psychological Harm**

I am writing to urge you to prioritize employees' mental health and safety in all workplaces across [insert country]. The psychological injuries caused by workplace bullying, harassment, mobbing, gaslighting, and toxic leadership are devastating. These hazards are contributing to a mental health epidemic, draining our healthcare systems, and pushing families into crisis.

We are seeing an increase in preventable health issues such as anxiety, depression, adjustment disorder, PTSD, stroke, heart attack, and suicidal ideation, including completed suicides. These harms extend beyond the workplace—destroying families, bankrupting individuals, and devastating communities. The toll is human, financial, and societal—getting worse.

It is time for legislative action. We are calling on you to implement and enforce stronger protections through legislation that includes the following critical points:

**Mandatory Trauma-Informed Training**

All workplace leaders, Human Resources professionals, union representatives, staff members, insurance companies, investigators, mediators, and treatment teams (including doctors, psychiatrists, and therapists) must receive mandatory, trauma-informed training. This training must go beyond theory and include practical guidance and accountability mechanisms.

**National Standards for Prevention and Recovery**

Legislation must establish a national standard for trauma-informed education and practices, with training focused on:

* Prevention of harm
* Early intervention
* Crisis intervention

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* Appropriate repair and recovery options for injured workers, struggling witnesses, and those substantiated for causing harm or maliciously accused.

Employers must mandate safe reporting alternatives. Employees who feel unsafe using internal procedures due to fear of retaliation or past harm must have access to an independent, protected channel. Retaliation of any kind must be explicitly prohibited and penalized.

**Fair, Impartial, and Timely Complaint Management**

* Employers should not oversee their workplace investigations due to implicit bias.
* A third-party psychological safety specialist with a background in therapy assesses all complaints and determines the appropriate next-stop processes.
* **Investigations must be completed by trauma-informed, third-party investigators**, with both the complainant and respondent (or aggressor) involved in selecting the investigator.
* The employer must not decide on outcomes. A **neutral third-party psychological safety officer** must issue findings and hold the employer accountable for implementing them.
* **Timeliness is critical**: If a government-assigned inspector or oversight body does not resolve a complaint within six months, they must take over the investigation.
* A national body must track these investigations, identify patterns, and publish **annual anonymized public reports** on compliance and risks within organizations.

**Mandatory Reporting and Public Accountability**

Organizations above a defined size must submit **annual psychological safety audits** to a government body. These reports should include:

* Number and types of psychological hazard complaints
* Response timelines
* Resolution outcomes
* Recovery and support services provided

Institutions with a pattern of harm, negligence, or retaliation should be subject to public disclosure and oversight.

**Funding for Recovery and Legal Aid**

The government, be it federal, provincial, and/or municipal, along with, e.g., unions, private services, healthcare, and mental healthcare organizations, must create a national fund to support workers injured by psychological hazards in the workplace. This fund should provide access to:

* Trauma-informed therapy and medical support
* Legal assistance for workplace claims
* Vocational rehabilitation services

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Funding would reduce the strain on healthcare, income support, and housing systems while offering workers a real chance at recovery.

**Legal Protections and Whistleblower Safeguards**

* Workers who report psychological hazards, even outside internal channels, must be legally protected under enhanced **whistleblower legislation**.
* **Retaliation must be criminalized**, with meaningful and enforceable penalties for individuals and employers who attempt to silence, intimidate, or punish employees for speaking up.

**The cost of inaction is too high.** People are dying. Others are losing their homes, families, and futures while they wait for the system to catch up. This issue is bleeding taxpayer money into disability claims, health care, legal systems, and lost productivity while business owners and institutions avoid accountability.

We are demanding real change. Psychological safety in the workplace should be a **legal requirement**, not a suggestion. Legislation must reflect the urgency of this crisis and offer real protection and justice to all workers.

The time to act is now.

Sincerely,

*Signature needed*

