

Psychological Safety at Work: Emergence of a Corporate and Social Agenda in Canada

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Abstract:

The concept of the psychologically safe workplace is emerging in Canada and the UK as a legal and social vehicle for the protection of employee mental health. As a prescription for a super-duty of care in the context of occupational health and safety, however, it is still relatively unfamiliar, even among human resource and health promotion professionals. This article sets out to demonstrate the deep roots and social value of the concept as the basis for corporate and social policies directed toward the protection of employee mental health.

Keywords: PSYCHOLOGICAL SAFETY; WORKPLACE; DUTY OF CARE; STRESS; MENTAL INJURY; LAW; GUARDING MINDS; CORPORATE POLICY; SOCIAL POLICY

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