



5,505 working Canadians share their experiences in the workplace

“Trauma is the lasting emotional response that often results from experiencing a distressing event. Trauma can harm a person’s sense of safety, sense of self, and ability to regulate emotions and navigate relationships.”

- CAMH ¹

More than one fifth (22%) of respondents say they've been exposed to trauma in the workplace.

Healthcare (51%), first responders (43%), and educators (50%) are more likely to report trauma at work.

SURVEY STATEMENT	Racialized Canadians	2SLGBTQ+	Non marginalized groups
I have been exposed to trauma at work.	24%	29%	19%
The nature of my work includes unavoidable risk of psychological harm.	24%	24%	18%
When psychological risks are identified, my employer responds effectively.	46%	47%	55%
It is safe to speak up at work.	54%	58%	61%

Across all statements, responses were 5% to 10% worse for younger (18-34) workers.

- Individuals identifying as 2SLGBTQ+ (52%), those with mental impairment (66%), and those with a mood disorder (52%), also report experiencing ongoing effects of their trauma experience.
- Respondents 55 years or older are less likely to report psychological harm at work (15%) compared to middle-aged and younger respondents (24%).
- Younger respondents reported experiencing trauma from customers (54%) more frequently.

Major causes of trauma in the workplace



FOR MORE INFORMATION, VISIT [MHRC.CA/WORKPLACETRAUMA](https://www.mhrc.ca/workplacetrauma)

The above represents the percentage of respondents who answered that they see this in their workplace “frequently” or “always”.
Data collected March / April 2023. N=5505. Margin of Error of +/- 1.3% with 95% confidence.

1. Adapted from “Trauma.” CAMH, www.camh.ca/en/health-info/mental-illness-and-addiction-index/trauma. Accessed 31 Aug. 2023