



Applicant Guide

Workplace Harassment and Violence Prevention Fund

2026 Call for Proposals

Employment and Social Development Canada



Government
of Canada

Gouvernement
du Canada

Canada

Table of contents

Pg. 3 [Introduction](#)

Pg. 4 [Application Criteria](#)

Pg. 7 [Pay for Performance Funding Model](#)

Pg. 9 [Project Proposal](#)

Pg. 12 [Assessment and Timeline](#)

Pg. 13 [How to complete an application](#)

1. Introduction

You are invited to apply to the pilot Workplace Harassment and Violence Prevention Fund (WHVPF) 2026 Call for Proposals.

This guide offers a comprehensive overview to help applicants navigate the program, understand the eligibility requirements, follow the application process, and grasp the assessment methodology. Please read through this guide carefully to prepare for your application.

A [glossary of key terms](#) and definitions that support and clarify the content of this Applicant Guide is available on the WHVPF Call for Proposals website.

About the WHVPF program

Since 2018, the WHVPF program has invested in the development of sector-specific and culturally sensitive tools and resources that foster a culture shift toward safer, healthier, and more respectful work environments. Projects have prioritized both physical and psychological health and safety, supporting employers in fulfilling legislative requirements while fostering a more positive and inclusive workplace culture.

Now, with \$2.5 million available annually, for up to three years, the program will invest in innovative, scalable, and results-driven initiatives that go beyond awareness to full implementation.

Funded projects are expected to establish systems and forge partnerships that support consistent tracking, transparent reporting, and measurable progress in creating safer, healthier workplaces for federally regulated employees.

To support this work, WHVPF will provide access to a third-party evaluator to help projects set baseline measurements and apply consistent evaluation methods throughout the project.

Whether you're a business, non-profit, academic institution, or a coalition of changemakers, WHVPF offers a platform to test innovative ideas, build inclusive partnerships, and scale what works.

Applications must be submitted by February 27, 2026, at 3:00 PM Eastern Time via the Impact Canada website.

Impact Canada

The 2026 WHVPF Call for Proposals is led by ESDC, with support from Impact Canada. Impact Canada is a federal team that specializes in creating programs that deliver measurable results through new and creative funding models.

Impact Canada is partnering with ESDC Labour Program to pilot a pay-for-performance funding model for the WHVPF program. This innovative approach ties funding to the achievement of specific, pre-defined outcomes, ensuring projects remain focused on measurable progress and tangible results.

The Third-Party Evaluator

To strengthen the quality and consistency of project outcome measurement and learning, the program will provide access to a third-party evaluator for all recipients. The objectives of the evaluator include (but are not limited to):

- Building capacity among recipients to measure, track, and report on project impact using best approaches.
- Ensuring objective and credible verification of outcomes across projects in this call.
- Offering practical guidance, best practices, and standardized testing methodologies to support consistent measurement within and across the projects in this call.

This support is intended to maximize project effectiveness, enhance accountability, and foster shared learning for long-term sector improvement.

Engagement with the evaluator will occur throughout the project lifecycle. While participation is mandatory, the process is designed to strengthen project capacity, reduce reporting burden, and ensure consistency across the 2026 WHVPF funding recipients.

2. Application Criteria

Who is eligible to apply?

- Academic institutions.
- Federally regulated private sector organizations.
- Indigenous organizations (including band councils, tribal councils and self-governing entities).
- Not-for-profit organizations.
- Unions.
- Individuals* (incorporated, or who are willing to incorporate).

The following are not eligible to apply:

- Unincorporated individuals, groups, or businesses who are unwilling or unable to incorporate in Canada.
- Government departments or agencies (federal, provincial, or municipal).
- Organizations based outside of Canada.
- Entities that cannot enter into legally binding agreements in Canada.
- Parliamentary organizations (e.g. department, agency, Senate, House of Commons, parliamentary bodies, etc.).
- Branches of public sector unions that are linked with Government of Canada organizations, or any other order of government department or agency including provinces, territories or municipalities.

Note to organizations located and operating in Quebec

Organizations located and operating in Quebec must demonstrate compliance with the Province of Quebec's *M-30 Act* before they can receive funding from the WHVPF program.

This requirement exists because the *M-30 Act* governs how Quebec public bodies – including government agencies, municipalities, school boards, and other publicly funded organizations – can enter into agreements with the federal government or its agencies.

If your organization falls under the scope of the *M-30 Act*, you will need to obtain formal authorization from the *Secrétariat du Québec aux relations canadiennes* before funding can be approved, should your application be selected. Without this authorization, any agreement with WHVPF [may be considered invalid](#) under Quebec law.

For more information, consult the [Act respecting the Ministère du Conseil exécutif \(M-30\)](#).

What will be assessed

This section outlines the core requirements, expectations, and assessment criteria for project proposals.

All applications will be carefully reviewed by an independent panel of sector-related experts (review panel). They will assess your proposal based on:

- How well your project aligns with WHVPF's objectives (see below).
- Whether your plan is realistic.
- Whether the project is capacity-ready, with plans and resources needs fully defined, and
- Your ability to build on the project's success and measure outcomes.

Only projects that show strong potential and clear progress will move forward and receive continuous funding.

Applying does not guarantee funding, but complete applications will be carefully reviewed and considered. Final funding decisions will be shared with all applicants.

Objectives

The goal of the WHVPF 2026 Call for Proposals is to support projects that can clearly demonstrate how their design fulfills each of the program's core objectives:

- Co-develop sector-specific tools and resources related to harassment and violence prevention that will support behavioural and culture change in the workplace.
- Provide guidance, training and other resources and tools regarding harassment and violence prevention.

In addition to the program's objectives, proposals must consider and incorporate the following:

1. Focus on Target Groups and Sectors

Your proposal must demonstrate how it will incorporate at least one of WHVPF's target groups:

- Women.

- Indigenous Peoples.
- Persons with disabilities.
- Members of racialized communities.

Your proposal must also demonstrate how it will incorporate at least one of WHVPP's eligible sectors:

- Banks.
- Marine shipping, ferry and port services.
- Air transportation, including airports, aerodromes and airlines.
- Railway and road transportation that involves crossing provincial or international borders.
- Canals, pipelines, tunnels and bridges (crossing provincial borders).
- Telephone, telegraph and cable systems.
- Radio and television broadcasting.
- Grain elevators, feed and seed mills.
- Uranium mining and processing.
- Businesses dealing with the protection of fisheries as a natural resource.
- First Nation managed organizations in First Nations communities such as band councils, tribal councils, or self-governing entities.
- Private businesses necessary to the operation of a federal act.

2. Address Violence and Harassment in the Workplace

Projects must establish the foundation for tracking, measurement, and reporting – a necessary precursor to reducing workplace harassment and violence in federally regulated workplaces, particularly in sectors or occupations with elevated risk or persistent challenges. This includes:

- Identifying barriers to prevention and reporting.
- Proposing targeted solutions to strengthen prevention and response systems.
- Establishing reporting frameworks and key performance indicators (qualitative and quantitative).

3. Build Strong Partnerships

All projects must be partnership-based, involving active collaboration with employers. This includes:

- Shared responsibilities and decision-making.
- Clear roles and commitments outlined in agreements.

4. Establish Measurement Systems

In collaboration with the third-party evaluator, projects must include systems to track progress over time. This may involve:

- Developing tools, training, or digital solutions.

- Collecting and analyzing data.
- Reporting on equity outcomes throughout the project lifecycle.

A third-party evaluator can offer an objective assessment of your project's outcomes while working in close partnership with you. They can help design practical systems for tracking progress, develop tools and solutions to support implementation, and work with your project to ensure that reporting is clear and consistent.

This collaborative approach provides verifiable data for decision-making, strengthens accountability, and supports continuous improvement throughout the life of your project.

5. Protect Privacy and Data

Applicants must demonstrate how they will meet privacy and data protection requirements, including:

- Compliance with relevant legislation (e.g., *Privacy Act*, *Employment Equity Act*, *Bill C-65: Regulations on prevention of harassment and violence in the workplace*).
- Ensuring voluntary self-identification.
- Protecting individual identities through secure and ethical data practices.
- Methods for data storage and anonymization.
- Data access and consent protocols.

In summary, we encourage applicants to propose innovative, sector-specific solutions that address real challenges and reflect the needs of the communities they serve.

Strong proposals will show clear alignment with WHVPF's objectives, demonstrate readiness to act, and potential for long-term impact and scalability.

3. Pay for Performance Funding Model

The 2026 WHVPF Call for Proposals funding stream will adopt a pay-for-performance model, tying the release of funds to the achievement of clearly defined project milestones and measurable outcomes. Offering up to \$500,000 per year for three years, this approach ensures accountability while encouraging innovation and results-driven implementation.

This model offers projects, and their employer partners, structured pathways to access funding as they reach key results throughout each project year, driving sustained progress and tangible outcomes.

As projects and their partners meet results throughout each project year, additional funding is released. This model encourages strong planning, continuous progress, and clear demonstration of results aligned with WHVPF's objectives.

Funding Distribution Table

Phase	Timing	Funding
Application	January 5 – February 27, 2026	-
Year 1: Development	Spring 2026	Up to \$500,000
Year 2: Implementation	Spring 2027	Up to \$500,000
Year 3: Measurement	Spring 2028	Up to \$500,000
Project End	Spring 2029	Total: up to \$1.5 million

Results Verification

The WHVPF program aims to create safer workplaces for federally regulated employees by reducing harassment and violence. The 2026 Call for Proposals emphasizes measurable progress, with funding tied to achieving specific, verifiable results.

Successful projects will include strategies to identify and eliminate risk factors for harassment and violence, strengthen prevention measures, and develop tools and practices that foster respectful and safe work environments. Pre-determined results include establishing baseline data on workplace safety, building strong employer partnerships, deploying reporting and tracking systems, completing training, and demonstrating early organizational improvements.

Each year, projects must provide evidence of activities that lead to, or achieve, safer workplaces and scalable practices with employer partners. All results will be verified by a third-party evaluator to ensure accountability and lasting impact.

For clarity on key terms, applicants are encouraged to consult the Glossary available on the [program website](#).

Funding disbursements under this program are directly linked to the achievement of clearly defined results outlined in each project's proposal. While each project will be tailored to its sector and approach, all results must be:

- Specific and measurable.
- Verified and documented, with support from the third-party evaluator.
- Aligned with the project's work plan and outcomes framework.

Funding disbursements under this program will be directly linked to the achievement of clearly defined results per the project's proposal design. Each project's milestones will be tailored to its sector, approach, and project design, but all results must be:

- Specific and measurable.
- Verified and documented, with support from the third-party evaluator.
- Aligned with the project's work plan and outcomes framework.

Examples of activities leading toward results:

- **Baseline data established:** submission of a baseline data set, developed in consultation with the third-party evaluator, which may include prevalence rates, types of harassment and/or violence, and incidence reporting rates.
- **Partnership implementation:** submission of signed partnership agreements outlining shared responsibilities, data protocols, and financial or in-kind contributions, if applicable.
- **Deployment of tracking systems:** launch and demonstrated use of approved digital tools or systems for ongoing measurement of workforce outcomes.
- **Staff and stakeholder training completed:** Documentation for all relevant training sessions on measurement, privacy, and inclusion practices.
- **Verified organizational progress:** Third-party evaluator confirmation of early outputs such as new recruitment initiatives, engagement activities, or adoption of new human resource (HR) practices.
- **Interim and outcome results:** Supporting documentation and data evidence that demonstrates achievement of project's intermediate indicators, as outlined in the project proposal and validated by the third-party evaluator.

Qualitative or Quantitative Outcomes

- **Quantitative outcomes:** typically involve data tracking preventative and incident indicators, completion of surveys, or the number of partners onboarded. These can be verified through data submissions, reports, and system output reviewed by the third-party evaluator.
- **Qualitative outcomes:** typically include documented changes in policies, demonstration of inclusive practices, or evidence of improved organizational culture. These can be verified using interviews, focus groups, narrative case studies, policy reviews, and stakeholder feedback assessments.

General Guidance

- Every result must be substantiated by verifiable evidence, as determined in consultation with the third-party evaluator.
- Achievement of results will be reviewed by the review panel and validated prior to the release of further funding.
- Projects that do not meet required results may see a delay or will not be eligible for the next installment of funding.

4. Project Proposal

Overall, the WHVPF program expects applicants to build a strong foundation in Year 1, expand and adapt in Year 2, and demonstrate measurable impact and sustainability in Year 3 – ensuring projects evolve from initial setup to long-term transformation.

Application Phase

Applicants are strongly encouraged to respond directly to each assessment criterion within their submissions, providing concrete examples and demonstrated engagement with relevant sectors and target groups.

Applicants must submit a comprehensive proposal that:

- Clearly demonstrates readiness to implement a project aligned with WHVPF objectives.
- Outlines a well-defined plan addressing the following key areas:
 - Alignment with WHVPF's goals of reducing workplace harassment and violence.
 - Feasibility, including a realistic structure, resource plan, and risk mitigation.
 - Scalability, showing potential for expansion across sectors or employers.
 - Outcomes measurement, with credible indicators and tracking mechanisms.
 - Includes partnerships with federally regulated employers.
 - Provides evidence of foundational engagement, such as stakeholder consultations and employer commitments.

Applications will be assessed by a review committee for alignment, feasibility, and readiness before funding decisions are made.

Year 1: Development

Focus: Establish a foundation for success by developing validated tools and resources, building baseline data with the third-party evaluator, and finalizing implementation plans. Ensure all activities are deployment-ready and fully aligned with WHVPF objectives.

In the first year, projects must establish a strong foundation for implementation.

Applicants should:

- Collaborate with the third-party evaluator to build a baseline dataset and measurement framework that supports long-term impact tracking.
- Align with WHVPF objectives by targeting federally regulated sectors and engaging employers.
- Build feasibility through a detailed project structure, resource plan, and realistic timeline.
- Design or deploy low-burden, "plug-and-play" data tools for employers, enabling easy reporting and integration with HR systems.
- Co-develop sector-specific and culturally sensitive resources related to workplace harassment and violence for partner employer(s) and sector(s).
- Demonstrate organizational and partner readiness, risk mitigation strategies, and compliance with data privacy requirements.
- Integrate change management principles, behavioral indicators, and key performance indicators into project design.
- Prepare for measurement by defining outcomes and indicators, planning for baseline data collection, and integrating qualitative methods into the design.

Year 1 Expected Outcomes include, but not limited to:

- A finalized workplan, timeline and risk mitigation strategy.
- Signed partnership agreements with clear roles, responsibilities, and commitments.
- A finalized workplan, including a detailed timeline and a comprehensive risk mitigation strategy.
- Initial prototypes of data collection tools and accompanying support resources.
- Developed training plans tailored for employers and project teams, as required.
- Privacy and consent protocols aligned with federal legislation.

Year 2: Measurement and Implementation

Focus: Transition from planning to execution by deploying tools and resources, tracking performance metrics against established baseline, and refining implementation approaches. Begin demonstrating measurable progress and prepare for scaling and adoption.

In the second year, projects are expected to demonstrate (including, but not limited to):

- Scalability in action: Provide evidence that the project design can be replicated or adapted for additional employers or sectors. Applicants should outline new partnerships, expanded activities, and outputs that build on Year 1 foundations.
- Enhanced feasibility: Refine implementation processes, proactively address emerging risks and maintain strong collaboration with partners.
- Intermediate measurement: Implement tracking systems with employer partners and start analyzing early-stage data to guide ongoing improvements and inform Year 3 planning.
- Applicants should describe strategies for expanding partnerships, increasing activities, and producing outputs that build on Year 1 achievements, positioning the project for growth and wider impact.

Outcomes Required for Year 2 Funding include, but not limited to:

- Baseline measurement of quantitative and qualitative data.
- A co-developed measurement framework (goals) tailored for partner employer(s).
- Digital tools and training ready for implementation.
- A completed Year 2 implementation plan, outlining activities, timelines, and expected outcomes.
- Evidence of strong and sustained partner engagement.
- Verification that Year 1 outputs align with the original proposal and objectives.

Year 3: Measurement and Scalability

Focus: Expand solutions to additional employers and sectors, validate outcomes, and share best practices. Deliver

standardized tools, resources, and protocols that enable wide-spread adoption and long-term impact.

By the third year, the program expects:

- **Comprehensive outcomes measurement:** Demonstrate clear progress towards identified goals using both quantitative and qualitative methods.
- **Scalability planning:** Present a credible strategy for replicating impact beyond the project end, including knowledge-sharing mechanisms and sector-wide adoption.
- **Knowledge transfer:** Begin sharing tools, resources, and lessons learned with broader audiences to encourage uptake.
- **Final outputs:** Deliver standardized tools, protocols, and guidance that enable consistent implementation across diverse employers and industries.
- **Long-term impact readiness:** Ensure design decisions support continued accountability and adaptation after funding ends.
- A final report summarizing key activities, outcomes, and learnings.

5. Assessment and Timeline

How your application will be assessed

Applicants are strongly encouraged to respond directly to each assessment criterion within their submissions, providing concrete examples, partnership documentation, and evidence of sector and equity group engagement wherever possible.

Each application will be evaluated for its alignment with program objectives, feasibility, scalability, and approach to measuring outcomes

Table: Summary of the 2026 WHVPF Call for Proposals Assessment Criteria

Assessment Area	Rationale	Weight
1. Alignment	The WHVPF supports projects that address harassment and violence prevention in federally regulated workplaces, with a focus on improving conditions for target groups	30%
2. Feasibility	Applicants must demonstrate that their project is realistic, well-resourced, and capable of achieving intended outcomes	40%
3. Scalability Readiness	The program values projects that can be adapted or expanded beyond initial partners	20%
4. Measurement Readiness	Applicants should demonstrate initial planning and readiness to track outcomes	10%

Application Timeline

Description	Date
Launch of Call for Proposals	January 5, 2026
Application deadline	February 27, 2026, 3:00 PM ET
Successful applicants notified	March 2026

6. How to compete an application

General Instructions

Before starting your application, confirm the following:

- The project targets at least one target group and one eligible sector.
- Initial conversations have taken place regarding data access and privacy compliance.
- Your team is prepared to co-develop a measurement framework with the third-party evaluator.

Submitting an application:

- Apply online via the [Impact Canada website](#).
- Submit your completed application by **February 27, 2026, at 3:00 PM Eastern Time**.
- You may save your application and return to complete it later.
- Incomplete or late applications will not be considered.
- Applications may be submitted in either official language.

For questions about this application, please contact the WHVPF team by email:

EDSC.DGOP.FPHVMT-WHVPF.POB.ESDC@servicecanada.gc.ca

Enquiries will be accepted until the application window is closed. Please note it may take up to 5 days to receive a response.

Complete applications are:

- Submitted on time through the Impact Canada website by the deadline.
- All required sections completed.
- Demonstrated planning for alignment, feasibility, scalability, and measurement readiness.

Incomplete applications have:

- Have sections that are left blank.
- Have no clear identification of designated group(s) or sectors.
- Are submitted after the deadline.
- Fail to demonstrate alignment with WHVPF objectives.

Section 1: Applicant Details

This section collects basic information about your organization and key contacts.

1.1 Title of Your Project Proposal (up to 25 words)

Provide a concise, descriptive title that reflects the core focus of your project. This title may be made public.

1.2 Describe your project proposal in one sentence using clear and simple language (up to 150 words)

To ensure clarity for all reviewers and provide a concise, public-friendly summary of your project.

1.3. Lead Organization/Applicant

Enter the name and legal details of the organization that will lead the project and receive funding if selected.

1.3.1 Organization/Applicant Name: Common name used in operations.

1.3.2 Full Legal Name of Organization/Applicant: Official registered name (if incorporated).

1.3.3 Address: Complete mailing address including city, province, postal code, and country.

1.3.4 Business Email: Primary contact email for correspondence.

1.3.5 Business Phone Number: Primary contact number for correspondence.

1.3.6 Organization/Applicant website URL (if available): organization website to allow reviewers to learn more about your activities and projects.

1.3.7. Organization/Applicant social media accounts (if available): you are invited to share links to these accounts.

1.4 Applicant Category

Select the category that best describes your organization. See eligibility section of this applicant guide for requirements if you are applying as an individual, or if you are an organization located and operating in Quebec.

1.5 Incorporation Status

Indicate whether your organization is incorporated in Canada. If yes, provide your 9-digit CRA Business Number. If not, confirm whether you are willing to incorporate to receive funding.

1.5.1 CRA Registration Number for Businesses, Charities, or Not-for-profit Organizations: Enter your nine-digit Business Number (BN) in this field. Follow this link if you require more information.

1.5.2 Contact Person for the Team

Provide details of the main contact person responsible for the application:

- Full Name.
- Job Title.

- Organization.
- Email Address.
- Telephone Number.
- Preferred Language (English or French).

1.5.3 Verify if you are willing to incorporate in Canada to receive funding, should your project be selected. Note: if you select 'No' to this question, your application will not be considered.

1.6 Contact Person details for the team or organization associated with submitting the application form.

1.7 Additional Contact Persons (Optional, Max 2)

Include up to two additional contacts who can support the application or project.

Section 2: Project Proposal

This section is evaluated and should be completed with clear, concise responses. Word limits are specified for each question.

2.1 Project Alignment

2.1.1 Target group(s) (up to 150 words)

Provide a brief rationale based on workforce analysis or identified barriers.

2.1.2 Target Sector(s) (up to 150 words)

Identify the federally regulated eligible sector(s) your project will focus on. Justify your choice and explain how your project addresses sector-specific needs.

2.1.3 Foundation for tracking and reducing incidents (up to 150 words)

Describe how your project will lay the groundwork for tracking and reducing workplace harassment and violence. Reference workforce demographics, barriers to reporting, and link project activities to safer workplaces.

2.1.4 Stakeholder Engagement (up to 200 words)

Summarize how you consulted stakeholders during project development. Highlight key feedback, changes made and plans for ongoing engagement.

2.1.5 Project Partners (up to 200 words)

List all partners and describe their roles and responsibilities. Include employers and explain how collaboration will be managed. Provide a summary to clarify respective contributions.

2.2 Feasibility

2.2.1 Project Structure and Resources (up to 400 words)

Explain how your project's design and resource plan will support successful delivery. Include financial, human, and technical resources.

2.2.2 Organizational Capacity (up to 300 words)

Describe your experience and systems for managing projects of this scale. Include partner employers' readiness and commitment.

2.2.3 Risk Management (up to 150 words)

Identify key risks and explain your mitigation and contingency strategies.

2.2.4 Timeline and Monitoring (up to 200 words)

Provide a timeline of activities and deliverables. Explain how progress will be tracked and adjustments made.

2.2.5 Data Privacy and Consent (200 words)

Describe how you will protect personal data, ensure informed consent, and comply with the Privacy Act. The program expects applicants to demonstrate how personal and equity data will be handled securely and ethically. This includes outlining safeguards for data protection and ensuring that participation is informed, voluntary, and respectful of individual privacy.

2.3 Scalability

2.3.1 Adaptability (up to 200 words)

Explain how your project could be adapted by other employer, employees, or sectors. Highlight features that support scalability.

2.3.2 Year 2 Planning (up to 200 words)

Outline anticipated outputs, new activities, and partnerships for the second year. Describe how you will build on initial momentum.

2.4 Measurement Readiness

2.4.1 Incident Tracking Plan (up to 200 words)

Include details of your plan for tracking incidents with partner employers and employees. Include data sources, mechanisms, roles, and how findings will inform progress.

2.4.2 Outcome measurement plan (up to 250 words)

Include details on data sources, tracking mechanisms, frequency of reporting, roles and responsibilities, and how monitoring will inform project expectations and progress, specific to the monitoring of workplace violence and harassment measurement with partners.

2.4.3 Qualitative Methods (up to 200 words)

Describe any qualitative methods you will use to complement quantitative data. Explain how these will provide deeper insights into barriers and lived experiences.

Section 3: Attestation

For your application to be eligible for funding, it must be completed and signed by the official representative(s) of the applicant organization in accordance with the organization's by-laws or other constituting documents.

Section 4: Optional Survey

This section is not evaluated.

This section collects information on your experience with this application process, information about your organization, as well as demographic information.

Note that any data collected will be used strictly for administrative purposes to help Impact Canada and ESDC understand whether and how these projects are an effective tool and improve upon their design in the future.

The data collected in this survey will be aggregated and no individual answers will be published. Your answers to this survey will not be used in the assessment process and will not affect your chances of success in this challenge or any other federal funding application. This information may be shared with other government departments.

Responses are confidential and reported in aggregate. Individual answers will not be published and will not impact your application or eligibility for federal funding.