Overview
This is not a legal document and employers are advised to seek legal advice.

Employers and constructors have obligations to protect workers from hazards in the workplace as set out in the Occupational Health and Safety Act (OHSA) and its regulations and the directives coming from the Chief Medical Officer of Health.

Workers should raise any concerns to their:
• Supervisor
• Joint health and safety committee
• Health and safety representative

This will help ensure the employer has taken all reasonable precautions.

Ontario is currently in the midst of a global pandemic. While the COVID-19 situation is changing rapidly, the legislation and regulations used to govern Ontario's workplaces are not.

Under Ontario law, employers have the duty to keep workers and work sites safe and free of hazards. Workers have the right to refuse unsafe work. If health and safety concerns are not resolved internally, a worker can seek enforcement by filing a complaint with the ministry’s Health and Safety Contact Centre at 1-877-202-0008. Failure of the employer or constructor to comply with the OHSA and its regulations could result in a stop-work order upon inspection by the Ministry of Labour, Training and Skills Development.

Recognize hazards and assess risks
How does the coronavirus spread? Coronaviruses are spread mainly from person to person through close contact. For example, in a household, workplace, or health care centre. Some human coronaviruses spread easily between people, while others do not.

During the course of the day, your hands touch many surfaces. Once contaminated, your hands can transfer the virus to your eyes, nose, or mouth. From there, the virus can enter your body and make you sick.

What are the symptoms? Symptoms range from mild, like the flu and other common respiratory infections, to severe. The most common symptoms include:
• fever
• cough
• difficulty breathing
• fatigue

Complications from the 2019 novel coronavirus (COVID-19) can include serious conditions, like pneumonia or kidney failure, and in some cases, death.

For more information visit ihsa.ca/COVID-19
Guidance on workers' responsibilities with COVID-19 (symptoms or exposure) on construction sites con’t

Controls

1. **Maintain physical distancing.** Everyone in Ontario should be practising physical distancing to reduce their exposure to other people. They should do their best to avoid close contact with people outside of their immediate families. Close contact includes being within two (2) meters (6 feet) of another person.

2. **If you become ill.** There is no specific treatment for COVID-19, and there is no vaccine that protects against this coronavirus. Most people with common human coronavirus illnesses will recover on their own. To aid in recovery, you should do the following:
   - Drink plenty of fluids.
   - Get rest and sleep as much as possible.
   - Try a humidifier or a hot shower to help with a sore throat or cough.

**If you start to feel symptoms of COVID-19.** Anyone who begins to feel unwell (fever, new cough, or difficulty breathing) should return home and self-isolate immediately.

People who are self-isolating should seek clinical assessment over the phone; either by calling their primary care provider’s office or Telehealth Ontario (1-866-797-0000). If you need additional assessment, your primary care provider or Telehealth Ontario will direct you. If you need immediate medical attention you should call 911 and mention your travel history and symptoms.

**Steps to take:**
- Immediately isolate yourself from other workers.
- Immediately advise your supervisor of your concerns.
- Report to your supervisor a list of where and who you have been in contact with on the project.
- Wash or disinfect your hands, avoid touching surfaces, and put on a facemask if one is available.
- Maintain physical distancing. Physical distancing generally means maintaining a distance of at least 2 metres (6 feet) between persons. By maintaining physical distancing, you are less likely to expose others or be exposed to a respiratory virus.
- Provide your contact information and obtain the phone number for the supervisor and your employer so that you can inform them of your COVID-19 test results. If the results are negative, this information may allow any other workers who are in self-isolation to learn they are not at risk from exposure to you, and may allow them to return to work.
- Be aware of the risk of transmission while travelling home and keep your face protection in place. This will help to keep your uninfected and protect others if you are using shared or public transportation.

3. **How to self-isolate.** Self-isolating means staying at home and avoiding contact with other people to help prevent the spread of disease to others in your home and your community.


It is also strongly advised that all persons over 70 years of age and individuals with comprised immune systems self-isolate. This means that you should only leave your home or see other people for essential reasons. Where possible, you should seek services over the phone or internet or ask for help with essential errands from friends, family, or neighbours.

**Resources**
Stay updated with daily government updates on COVID-19:
- Government of Ontario
- Government of Canada
- Public Health Ontario

For more information visit [ihsa.ca/COVID-19](https://ihsa.ca/COVID-19)