

Bill 168 – Workplace Violence and Harassment

On June 15, 2010 new legislation dealing with workplace violence and harassment in the workplace takes effect. This legislation is meant to protect workers from incidents of workplace violence and harassment. It sets out specific duties and requirements for employers, including transportation, construction and utility industry employers.

The amendments to Ontario's Occupational Health and Safety Act include definitions of workplace violence and harassment directed towards a worker from any person, including clients, co-workers, friends, current or former family members, and strangers. They also extend workers' right to refuse work if they believe that they are at risk of physical injury due to possible workplace violence.

In addition, all employers will have to:

- prepare policies on workplace violence and harassment and develop and maintain programs to implement them;
- assess the risks of workplace violence based on the nature of the workplace and type of work, and develop measures and procedures to control them;
- if aware of potential for domestic violence, take reasonable precautions to protect workers who are at risk of physical injury;
- alert certain workers to the risk of workplace violence from persons with a history of violent behaviour.

The information provided is meant to help industry employers understand the requirements of this legislation and assist them with the development of their workplace violence and harassment prevention policy and programs.

www.ihsa.ca

21 Voyager Court South, Etobicoke, Ontario M9W 5M7 Canada
Phone 1-800-263-5024 ■ Fax 416-674-8866