

Workplace Violence and Harassment

Joint Health & Safety Committees / Health & Safety Representatives

<i>What the law says</i>	<i>What should the employer do?</i>
<ul style="list-style-type: none"> • The JHSC must be advised of the results of the risk assessment and, if in writing, must receive a copy of the risk assessment. [section 32.0.3(3)(a)] • The role of the JHSC / H&S Rep during a work refusal is the same for workplace violence as it is for any other workplace hazard. [section 43(4)(a),(b); 43(12)(a),(b)] • The requirement to notify the JHSC / H&S Rep immediately if a person is killed or critically injured is the same if due to workplace violence as it is for any other cause at a workplace. [section 51(1)] • The requirement to notify the JHSC / H&S Rep in writing if a person is injured is the same if the injury is due to workplace violence as it is for accident, explosion, or fire. [section 52(1)] 	<ul style="list-style-type: none"> ☑ Consider consulting the JHSC / H&S Rep when developing workplace violence and workplace harassment policies and programs. ☑ Inform the JHSC / H&S Rep of the results of the risk assessment, and provide them with a copy. ☑ Investigate in the presence of the JHSC / H&S Rep the report of refusal to work where the worker has the reason to believe that workplace violence is likely to endanger himself or herself. ☑ Notify the JHSC / H&S Rep immediately if a person is killed or critically injured due to workplace violence. ☑ Provide written notice to the JHSC / H&S Rep if a person is disabled from performing their usual work, or requires medical attention due to workplace violence.

Other suggestions

- JHSC members and H&S Reps have the same powers and responsibilities for workplace violence hazards as they do for other hazards under the OH&SA.
- JHSC members and H&S Reps should be able to recognize risks of workplace violence in the course of carrying out their regular functions such as inspecting the workplace.

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