

Violence and Harassment in the Workplace Toolkit

Beginning on June 15, 2010, the Occupational Health and Safety Act will require employers in Ontario to assess the risks of workplace violence and develop policies and programs towards eliminating violence and harassment in their workplaces.

This toolkit has been developed to assist industry employers with the development of their company specific violence and harassment prevention programs.

What's in the Toolkit?



This Toolkit contains general information on the workplace violence and harassment legislation, as well as, guidelines, sample policies and checklists that can be used to develop a company specific violence and harassment policy and program.

Who can use the toolkit?



This toolkit was developed primarily to assist employers in Ontario's Transportation, Utility and Construction sectors.

Workplaces that are subject to federal labour legislation should consult federal publications for support in meeting those specific obligations.

How to use the toolkit?



1. Click on Workplace Harassment and Violence: What should the employer do?
2. Review the information provided on the page.
3. Open each section by clicking on the section title.
4. Select the document that you wish to use or modify and save it into a word document.

Links to other workplace violence and harassment resources:

Ministry of Labour Guidelines - <http://www.labour.gov.on.ca/english/hs/pubs/wpvh/index.php>

MoL Factsheet - http://www.labour.gov.on.ca/english/hs/pdf/fs_workplaceviolence.pdf

OHSCO Guide - http://www.labour.gov.on.ca/english/hs/pdf/wvps_guide.pdf

OHSCO Toolbox - http://www.labour.gov.on.ca/english/hs/pdf/wvps_toolbox.pdf

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