

Getting Ready For Bill 168 – Workplace Violence and Harassment

Quick Facts for Employers

By: BranthHR staff

What Is Bill 168?

Bill 168 amends the Occupational Health And Safety Act by introducing new duties for employers with respect to workplace violence and workplace harassment. Employers will now be required to create a plan for the prevention of, and response to, workplace violence and harassment. The role of the employer becomes more assertive than under previous legislation.

What are the main changes from existing Occupational Health and Safety Legislation?

Employers will need to:

- Develop a specific policy to deal with workplace violence and harassment and a program to inform staff and implement the policy on an ongoing basis
 - Take reasonable precautions to protect workers from domestic violence that occurs in the workplace
 - Conduct an assessment of the risks of workplace violence and report the results back to employees – usually through the joint health and safety committee, if one exists
 - Identify the risk of workplace violence associated with individuals with violent histories and determine what information should be disclosed to protect worker safety
 - Permit workers to refuse work if they believe they are at risk of workplace violence
- These are new provisions not contained in the current Occupational Health and Safety Act.*

What should my policy and program contain?

Comprehensive, free resources for creating Workplace Violence and Harassment policies can be found at

http://www.iapa.ca/Main/Articles/2009_workplace_violence.aspx

When do the changes take effect?

The legislation comes into effect June 15, 2010.

After that date, when conducting workplace inspections, Ministry of Labour staff can ask to inspect your Workplace Violence and Harassment policies and inquire about your program.

Where can I locate more information?

Visit the Ministry of Labour website

http://www.labour.gov.on.ca/english/hs/sawo/pubs/fs_workplaceviolence.php

or call

1-800-268-8013