

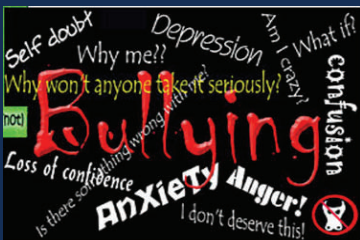
Workplace Safety Group

January 2010

Monthly News e-Letter

Workplace Violence Prevention Training Course

Workplace Safety Group will work with clients to offer insight and help expand current policies to include explicit prohibitions against harassment and violence. Course participants will come away with a clear understanding of workplace harassment and violence and relevant information for managing them. Included in this workshop is a comprehensive guideline discussing Ontario's Bill 168 which received Royal Assent on December 15, 2009.



4 hours

On-Site at your location

In-Class at our training

centre

NEW!

Bill 168

recognizes workplace violence and harassment as an occupational health and safety hazard and will significantly impact workplaces in the Province of Ontario!

Bill 168, an Act that amends the Ontario OHS Law addressing workplace violence and harassment, received Royal Assent on December 15, 2009 and becomes law on June 15, 2010.

What You Must Do to Comply with the Provisions of Bill 168

The new Ontario OHS Workplace Violence & Harassment Law requires Ontario companies to comply with tough new worker protection requirements. Under the new law, you have just 6 months from the date of Royal Assent to prepare written violence and harassment policies, assess workplace risks, and establish new workplace training programs. Plus, the new Law requires you to comply with new provisions affecting employee right to refuse work, and obligations for your company to respond to potential threats of domestic violence which may spill into the workplace.

A range of new obligations will be placed on employers, including assessing the level of risk of violence in a workplace, providing written policies to deal with the risk, requiring the implementation of programs aimed at reducing the incident of violence within the workplace, and obliging employers to report incidents of violence to the health and safety representative or committee. There will also be a proactive obligation on employers to take preventative measures should violence appear likely to occur within the workplace.

Workplace harassment means:

- Engaging in a course of vexatious comment or conduct, against a worker in a workplace, that is known or ought reasonably to be known to be unwelcome

Workplace violence means:

- The exercise of physical force by a person against a worker, in a workplace, that causes or could cause physical injury to the worker
- An attempt to exercise physical force against a worker, in a workplace, that could cause physical injury to the worker
- A statement or behaviour that is reasonable for a worker to interpret as a threat to exercise physical force against the worker, in a workplace, that could cause physical injury to the worker

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New Protections For People At Work
[CLICK HERE](#)



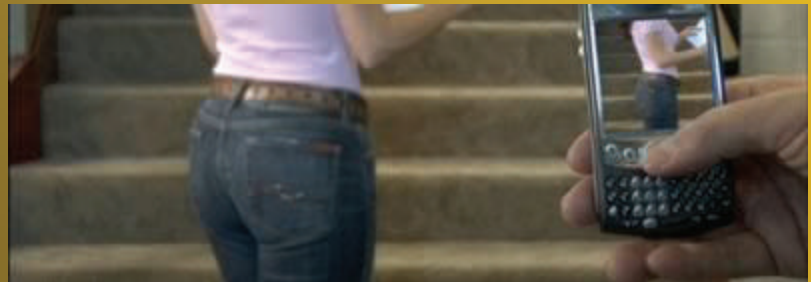
schedule your training
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What does this mean for employers?

With passing of Bill 168, workplace harassment and workplace violence are included within the sphere of issues wherein employers must take every precaution reasonable in the circumstance for the protection of a worker. This means that employers must ensure that both the risk of workplace harassment and risk of violence are minimized and that they must quickly and proactively respond to any acts of harassment or violence. Employer preparation includes creation and/or updating policies and procedures for both, anticipating and reacting to violence in the workplace.

Workplace Safety Group offers a unique, four-hour Workplace Violence Prevention training course dealing with violence and harassment in the workplace. Course participants will come away with a clear understanding of workplace harassment and violence and relevant information for managing them.



Questions, Concerns, Comments?
Email Carola Hicks
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