

Workplace Violence and Harassment Program Bill 168



Agenda



- “Bill 168 – What’s New
- “Risk Factors
- “Employer’s Responsibilities
- “Employee’s Responsibilities
- “Violence vs Harassment
- “Domestic Violence in the Workplace
- “Reporting an Incident

Bill 168 – What's New



“Bill 168 is an amended act to the OHSA

“Expands obligations and definitions around workplace violence and harassment

“Includes provisions for dealing with domestic violence

“Intent of the legislation is to minimize the risk of violence occurring in the workplace

“New disclosure rules around individuals with a history of violence

“Lack of clarity and impact of disclosing information

Bill 168 – What's New?



“Employers now have an explicit duty to protect employees from workplace violence

“Obliges employers to take precautionary measures to assess risk potential for violence in the workplace

“Ontario first to legislate prevention of domestic violence in the workplace

Risk Factors



Business Practices

- “Working with the public
- “Handling prescription drugs, money or valuables
- “Service, care, advice or education
- “Social services, criminal justice system employees
- “Working alone

Non-traditional work locations

- “Off-site business related functions (conferences, meetings)
- “Social events related to work
- “In client homes or off-site facilities
- “Threatening phone calls to your home from a client

Other Risk Factors



Time Related Factors

- "Late / early hours
- "Christmas
- "Pay days
- "Tax return season
- "Performance appraisals

Geographic Factors

- "Near businesses that are at risk of violence (banks, bars)
- "Isolated areas

Employer's Responsibilities



“Written and posted policies regarding violence and harassment in the workplace

“Develop program for implementing, educating and maintaining policies

“Conduct a risk assessment of the workplace and share with staff

“Disclose a history of violence to the appropriate staff

“Support refusal to work where workplace violence potential is high

“Take reasonable precautions when domestic violence potential could enter the workplace

Employee's Responsibilities



- “Work in compliance with the OHSA and its regulations
- “Report the existence of any hazard and / or contravention of the OHSA and its regulations
- “Refrain from any behaviour that could lead to a workplace incident, injury or violence
- “Employees have the right to refuse to work in an unsafe environment and to be informed of any safety issues within the workplace

Violence vs Harassment



“Violence, is physical. It can be actual physical harm (pushing) or a threat to physically harm someone.

“Harassment, defined by our policy, is engaging in a course of vexatious comment or conduct against a worker in a workplace that is known to be unwelcome.

Violence and harassment can come from a co-worker, a patient or a visitor and all need to be reported.

Domestic Violence in the Workplace



“Domestic violence that extends into the workplace is considered workplace violence. NHFHT will offer support to employees who are, or are suspected of being, victims of domestic violence

“Please note that if a worker does not want any steps taken, NHFHT may still be required to take some action to protect the targeted worker and other workers, depending on the situation

“The appendices of the policy contains information about domestic violence including signs and symptoms and suggestions on how to help a co-worker

Reporting an Incident



Reporting an Incident



- “Use the new Incident Investigation Form
- “Submit the report as early as possible to the Executive Director or designate



Questions?