



THE EMPLOYERS'Edge BULLETIN

Proposed New Ontario Legislation to Tackle Workplace Violence

April 20, 2009

Violence and harassment have no place in the workplace. That's the message the Ontario government is sending by introducing legislative amendments to the Occupational Health and Safety Act that would, if passed, help protect workers from workplace violence and harassment.

The proposed legislation would:

- Require employers to develop a framework that would include policies and programs to help prevent workplace violence and harassment
- Require employers to take reasonable precautions to protect an employee from domestic violence in the workplace
- Allow workers to remove themselves from harmful situations if they have reason to believe that they are at risk of imminent danger due to workplace violence

The government is also launching specific measures to tackle workplace violence in the health sector. Two newly appointed Healthy Work Environments Champions will work to build a culture of workplace safety in health care settings across the province. The Champions are:

- Rob Devitt, President and CEO of Toronto East General Hospital, AND
- Dr. Heather Laschinger, Distinguished University Professor and Associate Director Nursing Research at The University of Western Ontario, School of Nursing.

Quick Fact

- From April 1, 2008 to September 30, 2008, Ontario inspectors made 198 field visits and issued 185 orders related to violence in the workplace.

Crawford Chondon & Partners LLP will continue to keep you updated on any further Ministry of Labour initiatives, or blitzes in the area of Occupational Health and Safety.

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