

Bill 168 amendments to Ontario's **Occupational Health and Safety Act** on Violence and Harassment in the Workplace came into force on June 15, 2010. Any business with **5 or more employees** is expected to have the programs and measures in place as of June 15, 2010. As of October 2010 Inspectors will begin to take a zero tolerance approach to enforcing Bill 168, which can result in fines starting at \$25,000.

"The Occupational Health and Safety Act for Ontario has been changed to incorporate measures to protect workers from workplace violence, domestic violence that may enter into the workplace, and harassment in the workplace.

- The employer is to have communicated information from the risk assessment and their policies on Workplace Violence and Harassment.
- The employer should have a meeting with their employees to review the risk assessment and to discuss Harassment in the workplace.
- The employer must post on the employees' board their policy on Workplace Violence and Harassment.
- Employers must take all reasonable precautions required to protect their employees from actual and potential risks.
- The systems and measures that the employer has put in place must also be communicated to the employees.
- The employer needs to keep records on what has been done, what training has been completed, and any incidents that may have occurred.

CEsafety can help you get all the programs, training and policies you need to be in compliance quickly and cost effectively. We have specialized Occupational Health & Safety Manuals that address issues specific to your business, and that includes all of the programs you need to bring yourself into compliance with government regulations, including Bill 168.

Occupational Health, Safety, Workplace Violence & Harassment Policy Vision Statement

Staff Meeting with Staff Survey to Discuss Workplace Violence and Harassment

Workplace Violence Domestic Violence Harassment Information Program

Workplace Violence Risk Reporting Form

Workplace Violence Sample Risk Assessment

**Occupational Health & Safety Manuals
On Site Safety Plan Development
Online Safety Training**



CEsafety

"safety starts with attitude"

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