

## Are you compliant with Bill 168?



### What is Bill 168?

Bill 168 is “An act to amend the Occupational Health and Safety Act with respect to violence and harassment in the workplace and other matters”. It came into force on June 15, 2010 and applies to all employers in Ontario who have five or more workers. The Bill is an amendment to the current Occupational Health and Safety Act and is aimed at providing additional protection to workers from violence and harassment in the workplace.

### What do I need to do to comply with Bill 168?

Effective June 15, 2010, employers must proactively prevent and control the risk of workplace violence and harassment. You need to demonstrate and document that you have policies and programs to recognize, assess, and control the hazard of violence and harassment in your workplace, in the same way you would any other health and safety hazard. This includes providing education and information for all employees.

### HR Management Services on Demand can provide you the tools and assist you with the process of:

- Reviewing your current policies and procedures for compliance
- Assessing the risk of workplace violence
- Developing policies for workplace violence and workplace harassment
- Developing a program to control the hazard of workplace violence
- Providing training and information to workers, supervisors and managers

Everyone in a workplace has a role to play in ensuring it is safe, healthy and free of violence and harassment. Bill 168 is a move to create a safer workplace for all Ontarians.

Our program was written in collaboration with legal counsel who specialize in employment law and human rights allowing us to offer this package with the utmost confidence.

Let us assist you with the process of making your workplace a safer one!

### Contact HR Management Services on Demand for more information:

Phone: 613-376-1010

Email: [ann@hr-ondemand.ca](mailto:ann@hr-ondemand.ca)

