



## Significant New Employer Obligations Respecting Workplace Violence and Harassment

Ontario's Bill 168 (*An Act to amend the Occupational Health and Safety Act with respect to violence and harassment in the workplace and other matters*) will come into force on June 15, 2010.

Bill 168 adds definitions of "workplace violence" and "workplace harassment" to the *Occupational Health and Safety Act* and creates many new obligations for employers relating to workplace violence and workplace harassment. For example, employers will be required to:

- assess the risks of workplace violence (including reassessments as often as is necessary to protect workers) and report the results to workers;
- prepare (and review annually) policies with respect to workplace violence and workplace harassment;
- develop programs to implement these policies;
- provide workers with information and instruction on the contents of the policies and programs; and
- take every reasonable precaution to protect workers from physical injury in the workplace that may result from domestic violence.

Employers should begin to prepare now to ensure that they will be in compliance on June 15, 2010.

The Davis employment team is available to provide advice about compliance with these new requirements.

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