

Did You Know?

Federal and Provincial Health and Safety legislations regulate the standards for safety within the workplace and were designed to minimize workplace accidents. Numerous safety associations (i.e. [WSIB](#), [IAPA](#)) are in place to provide information regarding Health and Safety for the workplace.

In relation to the Health and Safety Standards, it is the responsibility of the Employer to:

- Understand,
- Document,
- Post,
- Communicate,
- Keep current,
- Maintain all Health and Safety information and equipment
- Educate,
- Equip,
- Train,
- Supervise,
- And, ensure the safety of all Employees.

Several of the basic responsibilities of the Employer are:

- To provide a visible location for the display of “*Health and Safety*” related issues for their Employees.
- To ensure that a statement of the Employer’s commitment towards safety and health in the workplace is posted for all Employees to read.
- To have available current copies of the official CLC Part II codes in both official languages and other applicable regulations.
- To design, implement, and have readily available, current health and safety policies, guidelines, and procedures for their particular workplace.
- To post all applicable Emergency Protocols (i.e. evacuation procedures).
- To post the names of all emergency personnel for easy of reference.
- To have available for review the meeting minutes of the Health and Safety Committee.
- To provide any additional pertinent information and instruction required for the Employee’s health and safety at work.
- Maintain all of the above.
- ...And so much more...

In addition, Employers are responsible for:

- Providing the appropriate training for handling potentially dangerous equipment and/or material;
- Informing Employees of the potential dangers in the workplace;
- Setting up safe workplace policies;
- Providing all required **PPE (Personal Protective Equipment)**.

Employers that fail to support the reasonable efforts for the safety of the Employees, must be aware that the Employees have the right to refuse work that is unsafe, and/or work in an unsafe environment. Should Health and Safety Standards not be adhered to, Employers leave themselves exposed to disciplinary action(s) and/or criminal negligence.