

## Sensitivity Online Training

# Preventing Workplace Violence and Harassment Is An Employer Responsibility!

TrainCan's online self-taught program can help you develop your own violence and harassment policies and programs.



### Workplace Harassment Sensitivity Training

is a three-unit course designed for both management and non-management workers. Upon completion, individuals should be equipped to recognize and properly address workplace harassment and to prevent such situations when possible.

**COST:**  
**\$29.95**

Order Code  
WP123

Purchase online at [www.traincan.com](http://www.traincan.com) or call us at 416 447 9588 888 687 8796 email: [info@traincan.com](mailto:info@traincan.com)

Ministry of Labour | Fact Sheet #2 | March 2010



## Protecting workers from workplace violence and workplace harassment

**Safe At Work Ontario**  
Enforcement > Compliance > Partnership >



Changes to Ontario's Occupational Health and Safety Act (OHS) that will strengthen protections for workers from workplace violence and address workplace harassment are coming on June 15, 2010. These define workplace violence and harassment and describe employer duties, and will apply to all workplaces covered by the OHS.

**New requirements under the Occupational Health and Safety Act come into effect on June 15, 2010.**

### Bill 168 amendments to the Occupational Health and Safety Act

#### Policies and programs

Employers must:

- Prepare policies with respect to workplace violence and workplace harassment,
- Develop and maintain programs to implement their policies, and
- Provide information and instruction to workers on the contents of these policies and programs.

Workplace violence programs must include measures and procedures for:

- Summoning immediate assistance when workplace violence occurs or is likely to occur, and
- Controlling risks identified in the assessment of risks.

Both workplace violence and workplace harassment programs must include measures and procedures for workers to report incidents of workplace violence/harassment and set out how the employer will investigate and deal with incidents or complaints.



**TRAINCAN, Inc.**

23 Lesmill Rd., #103  
Toronto, ON, M3B 3P6  
416 447 9588

[www.traincan.com](http://www.traincan.com)  
[info@traincan.com](mailto:info@traincan.com)

<http://www.labour.gov.on.ca>