

What Businesses Need to Know About Safety

Workplace safety is a shared responsibility. By preventing accidents and protecting your workers you can increase productivity, keep your clients, and stay **open for business**.

Keys to compliance & free resources

The *Occupational Health and Safety Act* (OHSA) legislates the rights and responsibilities for employers, supervisors and workers. Information about the legislation and free resources are available at Ontario.ca/MLTSD or Ontario.ca/ResponsibleEmployers.

Internal responsibility system (IRS)

Everyone in the workplace has a role to play in keeping workplaces safe and healthy: employers, constructors, supervisors, owners, workers and suppliers.

Mandatory awareness training

The Occupational Health and Safety Awareness and Training regulation requires health and safety awareness training for every worker and supervisor to increase workers' and supervisors' knowledge of basic rights and responsibilities. The ministry training program is available in multiple languages and is available for free online.

Posting requirements

Employers are required by law to post certain documents in the workplace to be read by all workers. These include:

- A copy of the *Occupational Health and Safety Act*
- A "Health & Safety at Work: Prevention Starts Here" poster
- A written policy on workplace occupational health and safety, violence, and harassment

Publications Ontario

Order your copy of the *Occupational Health and Safety Act* and many free resources from ServiceOntario Publications by phone, 416-325-5300/1-800-668-9938 or online Publications.gov.on.ca.

Health and safety representatives and joint health and safety committees (JHSCs)

- If you regularly employ 6 to 19 workers, you are required to have a health and safety representative at your workplace.
- Workplaces with 20 or more regularly employed workers are required to have a JHSC.

Three worker rights





1. The right to know about hazards in their work and to get information, supervision and instruction to protect their health and safety on the job
2. The right to participate in identifying and solving workplace health and safety problems
3. The right to refuse work that they believe is dangerous to their health and safety or that of any other worker in the workplace

Stay connected

Subscribe to the ministry's newsletter What's New to learn about hazards, resources and events.

Ontario.ca/LabourNews

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 Ontario Ministry of Labour, Training and Skills Development

Call toll-free – even in other languages

Call 1-877-202-0008 any time to report critical injuries, fatalities or work refusals. Call 8:30 a.m. to 5 p.m. Monday – Friday for general inquiries about workplace health and safety.

Always call 911 in an emergency.

Legal Disclaimer: This factsheet does not replace the OHSA and its regulations, and should not be used as or considered legal advice. Health and safety inspectors apply the law based on the facts in the workplace.