

## Legal Information and Resources:

- The *Occupational Health and Safety Act (OHSA)* imposes obligations on most employers concerning training, provision of safety equipment, maintenance of machines to certain standards, making safety information available, setting up health and safety committees, and taking every precaution reasonable to protect workers.
- The OHSA gives most workers the right to refuse unsafe work. The process of refusing work is well set out in Worksmart Ontario site noted below.
- The OHSA prohibits reprisals by the employer against any employees who assert their rights under the OHSA. A reprisal means any type of discipline or termination. If you believe that the employer has disciplined you because you tried to assert your rights, contact us immediately for further assistance. The Ontario Labour Relations Board has very broad powers to order reinstatement if there has been an employer reprisal.

## Resources:

- Workers Health and Safety Centre [www.whsc.on.ca](http://www.whsc.on.ca) (this includes a "Question" service, by which people can ask general and specific questions.)
- Ministry of Labour, Occupational Health and Safety <http://www.labour.gov.on.ca/english/hs/index.html>
- Canadian Centre for Occupational Health and Safety [www.ccohs.ca](http://www.ccohs.ca)
- Workplace Hazardous Material Information Systems (WHMIS) [www.hc-sc.gc.ca/hecs-sesc/whmis/index.htm](http://www.hc-sc.gc.ca/hecs-sesc/whmis/index.htm)
- Young worker awareness program [www.youngworker.ca](http://www.youngworker.ca)
- Toronto Workers' Health and Safety Legal Clinic [www.worksafety.ca](http://www.worksafety.ca)
- OSH for Everyone [www.oshforeveryone.org](http://www.oshforeveryone.org)
- East Central Ontario Training Board, [www.focusontraining.com](http://www.focusontraining.com). This website contains an excellent publication entitled "Your Guide to Safe Workplaces and Prevention" (see Focus on Information)
- Occupational Health Clinics for Ontario Workers [www.ohcow.on.ca](http://www.ohcow.on.ca)
- Work Smart Ontario [www.worksmartontario.gov.on.ca](http://www.worksmartontario.gov.on.ca)

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