



## **Workplace Violence and Harassment**

This program is designed to raise awareness about the serious risk to physical and mental health posed by workplace violence and harassment. It is also intended to help workplace parties understand and comply with the legal requirements mandated by the Occupational Health and Safety Act to address violence and harassment (including domestic violence). Employers, for instance, are required to develop workplace-specific violence and harassment policies and programs. Essential elements of these will be explored including procedures for workers to report incidents along with worker training. Participants will discuss workplace-specific strategies for identifying and assessing potential for workplace violence and harassment and observing for evidence of domestic violence. Also discussed will be specific control measures for eliminating or controlling potential exposure to violence and harassment.

## **Psychosocial Hazards and Workplace Mental Health**

This program provides a basic understanding of psychosocial work hazards and how they may impact workers' mental health. It outlines the health effects associated with psychosocial hazards and explores a range of workplace factors from job demands/job control and worker engagement to civility and respect. Equally important, participants will discuss a host of methods to identify and assess psychosocial hazards including policies and programs, physical and cognitive demands analysis and workplace surveys. The program concludes with a discussion on preventative and protective measures for a safer and healthier workplace. The use of video clips and case studies also engages learners and helps them identify and understand contributing and workplace factors and gain a basic understanding of the accommodation process.

## **Worker Health and Safety Awareness**

This program enables employers to meet a specific legal duty to ensure workers complete basic occupational health and safety awareness training. It further helps employers fulfill their general duty to provide health and safety information and instruction to workers and is an ideal regular review for existing employees. Participants will be introduced to Ontario's Occupational Health and Safety Act, the rights and responsibilities of employers, supervisors and workers, functions of health and safety representatives, joint health and safety committees and certified committee members and workers' right to know, to participate and refuse unsafe work. Participants will review the most common workplace hazards and discuss how to apply effective controls based on the hierarchy of controls. Lastly, the program emphasizes the requirement of and need for a policy and program to guide hazard control and protect worker health and safety.