

# RIGHTS & RESPONSIBILITIES

**TO KNOW** - Your employer must notify you of any hazards in the workplace they know or should know of, and provide you the training, health & safety rights, awareness, instruction, supervision and equipment you need to work safely.

**TO PARTICIPATE** - You may participate in workplace health and safety through the Joint Health and Safety Committee or worker representative.

**TO REFUSE UNSAFE WORK** - You must refuse work you reasonably believe may endanger yourself or others.

**TO BE FREE FROM REPRISAL** - You can't be fired or punished for contacting WCB or exercising any of your other workplace rights.

## EMPLOYERS

- To ensure the health and safety of every worker working for that employer
- To remedy any workplace conditions that are hazardous to the health or safety of workers
- To ensure that workers are made aware of their health and safety rights and responsibilities and safety hazards in their workplace
- To provide workers with health and safety information, instruction, training and supervision
- To ensure the provision, proper use and maintenance of personal protective equipment, machinery tools, materials and equipment
- To consult, co-operate with and support the work of the Joint Health and Safety Committee To co-operate with Government Safety Inspectors
- To establish OHS policies and programs in compliance with the health and safety laws
- To make a copy of the OHS Regulations readily available to review

## SUPERVISORS

- To ensure that work is done safely and meets the requirements of the health and safety laws
- To be knowledgeable about the health and safety laws
- To ensure that all workers under his or her direct supervision are aware of the "reasonably foreseeable" health and safety hazards in the work area
- To consult, co-operate with and support the work of the Joint Health and Safety Committee
- To take every precaution reasonable in the circumstances to protect you
- To co-operate with WCB and its officers

## WORKERS

- To report any workplace health and safety hazards or violations that you know about
- To report to your supervisor or employer the absence of or defect in any protective equipment, device or clothing that may endanger yourself or others
- To refuse to perform unsafe work that may endanger yourself or others
- To follow safe work procedures and OHS Regulations
- To use or wear appropriate safety equipment, devices or clothing
- To not engage in horseplay or similar conduct that may endanger yourself or somebody else
- To ensure that your ability to work in a healthy and safe manner is not impaired by alcohol, drugs or other causes
- To co-operate with the Joint Health and Safety Committee or Government Safety Inspectors