



REMEMBRANCE ACTION ON VIOLENCE AGAINST WOMEN

IN THIS ISSUE

A DAY OF REMEMBRANCE

by [Article Author]

"Violence is often the culmination on ongoing acts of harassment. This connection is quite clear in cases of sexual harassment and violence" (Ontario Human Rights Commission. Policy on preventing sexual and gender-based harassment (2011)

A CALL TO ACTION

Some have tried to dismiss the events of December 6th, 1989 as an isolated act by a disturbed person. But the tragedy of the Montreal Massacre helped shine a spotlight on the read scope of gender-based violence and the need for action to prevent it.

Gender based violence comes in many forms – physical, sexual, psychological and economic. Rooted in a long history of inequality and widespread discrimination against women and girls, thousands are victimized daily in our homes and families, our schools and workplaces and our communities, Some incidents of gender-based violence may be blatant but too often the signs go unnoticed and misunderstood.

This is the case with sexual harassment. Sexual Harassment is not trivial. It is not a joke. It must be recognized for what it is: an abuse of power that serves to reinforce traditional sex-role stereotypes and gender inequality. The negative effects experienced

by those victimized by sexual harassment are well documented and include depression, anxiety, and loss of self-esteem, withdrawal and social isolation. A sexual harassment is also a warning signal. Left unaddressed, it can escalate to more serious violence against women and girls.

As educators, OSSTF/FEESO support staff members have a significant opportunity to challenge sexual harassment. Whether it's part of our classrooms, curriculum, special events, school activities, or in the halls our daily interaction with young people provide important opportunities to change attitudes and behaviors. These are the key to ending violence against women

OSSTF/FEESO RESOURCES

Ontario Human Rights Commission
 Ontario Women's Directorate
 Safe@School
 White Ribbon Campaign



A written statement by Chris Stockwell Minister of Labour February 14, 2000

Page #4

OHSA

What's in it for you? EMPLOYERS AND SUPERVISORS

Know your duties and Responsibility!

Section 25, 2, 27



Page #3

Slips, Trips & falls

In Canada sixty thousand workers get injured annually due to slips and falls. These injuries result in a lot of pain and suffering, broken bones, "bad backs", permanent disability and even death and represents approximately 15% of the "time loss injuries" in the country.

Around this time each year, with the changing weather, the hazards related to slips and falls increase as the TDSB experiences more of these injuries.

SLIPS: typically occur when there is too little friction between the person's feet and the surface you work or walk on. Many factors can cause a slip. Ice, oil, water, cleaning fluids, and other slippery substances are probably the most obvious causes.

TRIPS: are a loss of balance caused by interference between your forward motion and some object. The main cause of tripping is obvious--anytime something is in a walkway it could cause someone to trip. Another culprit is an object which projects into the walkway--perhaps material stored low on a shelf. Poor lighting and uneven walking surfaces also cause tripping.

FALL: can be caused by a number of things. Slips and trips frequently result in a fall. Falls also occur for other reasons. Falls also happen when people climb objects without using fall protection equipment. Don't risk serious injury by taking shortcuts.

Every year 20 people die due to falls in Ontario workplaces. For example:

- A worker fell 15 feet from a ladder.
- A worker fell from a roof.
- Another slipped and fell hitting his head on a concrete floor.



(WSIB Workplace Safety & insurance Board)

Slips, trips, and falls cause numerous injuries every day. But they are among the easiest hazards to correct. Take the time to look around your worksite for these hazards and work to prevent them. Take care not to cause any slip, trip, or fall hazards as you go about your daily activities. Follow the instructions set in your [safety program](#). Don't let a slip, trip, or fall keep you from enjoying all that life has to offer.



HEADING #6

INJURY PREVENTION
FACTS:

TOP 3 INJURIES IN THE TDSB

1. MSDs Overexertion
2. Trips & Falls
3. Contact With or Struck by

PSSP Health & Safety Forms

See Resources Tab then go to Forms

THE ACT

What's In It for You?

Ontario Occupational
Health & Safety ActEMPLOYERS AND
SUPERVISORS

Know your duties and
Responsibility!
Section 25, 26, 27

Take all reasonable precautions to protect the health and safety of workers.

Provide information, instruction and supervision.

Post your written health and safety policy and establish a health and safety program if there are six or more workers.

Post a copy of the Occupational Health and Safety Act and ensure compliance.

Provide and maintain required equipment, materials and protective devices. Employers must also make sure they are used properly.

WORKERS
**KNOW YOUR RIGHTS AND
RESPONSIBILITY Section 8,
9, 28, 43**

- ✓ **The right to participate.** You have the right to take part in keeping your workplace healthy and safe. Depending on the size of the company, you can be part of the Health and Safety Committee or be a Health and Safety Representative. You also have the right to participate in training and information sessions to help you do your job safely.
- ✓ **The right to know.** You have the right to know the hazards in your job. Your employer or supervisor must tell you about anything in your job that can hurt you.

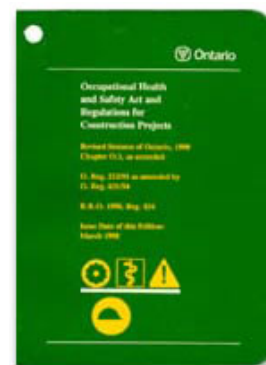
Your employer must make sure you are provided with the information you need so that you can work safely.

- ✓ **The right to refuse unsafe work.** If you believe your job is likely to endanger you, you have an obligation to report the unsafe situation to management. If the situation is not corrected and you feel your health and safety is still in danger, you have the right under the OHS Act to refuse to perform the work without reprisal.
- ✓ Comply with the law and company rules.
- ✓ Wear your protective equipment when provided.
- ✓ Tell your supervisor if you notice hazards or health and safety laws being contravened.

**EVERYONE NEEDS TO
UNDERSTAND THE LAW
AND WORK TOGETHER TO
PREVENT WORKPLACE
INJURIES AND ILLNESS**

The Occupational Health and Safety Act sets out the general principles for everyone.

Get to know the specific regulations for your workplace and hazards that exist.





A written statement by Chris Stockwell, Minister of Labour, on February 14, 2000, clearly included any violent incident in the workplace under the definition of "accident" in the *Occupational Health and Safety Act*.

In this letter, Stockwell stated:

"This government is committed to reducing the incidence of criminal violence and making the Province a safer place for all citizens, including workers who serve and interact with the public. Although the Act does not specifically refer to workplace violence, it has been ministry policy for many years to require employers to take reasonable precautions under the general duty clause [Section 25 2(h)] of the Act to protect their workers from violence where the violence is an expected or anticipated risk associated with the job ... Ministry Inspectors investigate worker complaints of workplace violence and issue orders where appropriate."

Significance

Any violence incident in our workplace must now be reported to the employer and the Joint

Health and Safety Committee (JHSC).

- A designated worker member of the JHSC should investigate and report findings to the JHSC.
- The JHSC must be consulted by the employer in the development and implementation of any anti-violence precaution and procedures "to protect their workers where the violence is an expected or anticipated risk associated with the job".
- The JHSC may make written recommendations to the employer to which the employer must respond within 21 days.
- Ministry of Labour procedures allow for: (a) Inspectors to inspect investigate and issue orders, and (b) an appeal process to the Ontario Labour Relations Board.

All members now must

1. Report all violent incidents in the workplace to:
 - The employer (supervisor), and
 - Your Bargaining Unit Health and Safety Officer.
2. Complete and submit an accident/incident form if injured.

What prevention measures Can be taken?

- All workers have a right to a safe and healthy workplace. The responsibility for providing and maintaining this safe workplace belongs to the employer.
- All workers have the right to know about hazards in their workplace and safe procedures. The employer must provide training programs to all workers to enable them to identify any hazard in their workplace and to perform their work in a safe manner. This should include potentially violent situations and the necessary prevention techniques. Training programs must be developed and implemented in consultation with the Joint Health & Safety Committee.
- Where a potentially violent situation has been identified and cannot be eliminated, specific protective measures should be developed. This usually involves modifying existing practices or written procedures to conform to the board's Violence-Free Policy (required by the Ministry of Education) in consultation with the Joint Health and Safety Committee. Bottom of Form.

TDSB Workers Reminded of workplace smoking law

The following article is from the city of Hamilton website (www.hamilton.ca)

Workplace Vehicles Required to be 100% Smoke-Free

HAMILTON, ON – June 9, 2010 – PUBLIC health Service charged a total of 12 individuals smoking in workplace vehicles during a 10-hour period the week of May 24, 2010. These charges were laid during inspections of the workplace vehicles at various locations across the city.

“The Smoke Free Ontario has prohibited smoking in enclosed workplaces, including workplace vehicles, since May 31, 2006,” says Dr. Elizabeth Richardson, Medical Officer of Health for the City of Hamilton.

“Employers are responsible for ensuring their employees are aware of the legislation. They should ensure that smoking does not occur in the workplace by removing ashtrays, posting no-smoking signs and monitoring staff.

Enclosed workplaces may include the inside of a building, structure or vehicle that an employee works in or frequents during the course of their employment, such as in the inside of trailer office on a construction site, the inside of a loading dock, or the inside of a delivery truck. The ban on

smoking in an enclosed workplace is in effect at all times.

Public Health Services conducts inspections and investigates complaints in workplaces in order to enforce the ACT. Individuals charged can be subject to fines starting at \$305 and up to \$5000, and corporations do not have a maximum fine set.

(H&S Communicator Oct.2010)

Q&A

Q: When did Ontario go Smoke-Free? What provincial legislation outlines smoking guidelines?

A: The Smoke-Free Ontario Act which came into effect May 2006 prohibits smoking in enclosed workplaces and public places, to protect workers and the public from the hazards of second-hand smoke. The Smoke-Free Ontario Act replaces the Tobacco Control Act and the Smoking in the Workplace Act.

Q: Are there designated smoking areas on TDSB property?

A: Designated Smoking areas cannot be located on TDSB property. Ashtrays and Health Warning Signs must be removed.

Q: Who enforces these regulations and what are the penalties for not following them?

A: The Ministry of Labour and Public Health can issue charges in Ontario. Any individual convicted of an offence under this Section of the Act for the protection of employees could be subject to a maximum fine of \$4,000. Any corporation convicted of an offence under this Section of the Act could

be subject to a maximum fine of \$10,000.

Q: What must every employer/supervisor do?

A: Ensure that employees are aware that smoking is prohibited in enclosed workplaces.

Remove ashtrays and any object that serves as one.

Ensure that no one smokes in the workplace.

Ensure a person who does not comply does not remain in the enclosed workplace.

Post *No Smoking* signs at all entrances, exits, washrooms and other appropriate locations in order to ensure that everyone knows that smoking is prohibited. For information on acquiring required signage, please contact your local public health unit.





The annual observance of the International Day of Persons with Disabilities on 3 December was established by the [International Year for Disabled Persons \(1981\)](#). The Day aims to promote a better understanding of disability issues with a focus on the rights of persons with disabilities and gains to be derived from the integration of persons with disabilities in every aspect of the political, social, economic and cultural life of their communities. The goal of full and effective participation of persons with disabilities in society and development was established by the World Program of Action concerning Disabled Persons, adopted by the United Nations General Assembly in 1982.



"forget-them-not"



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