

# YOUR RIGHTS & Your Employer's Duties

*Under the Occupational Health and Safety Act (OHSA)*



## Employers' and Supervisors' Duties

- Employers and supervisors have an obligation to take every reasonable precaution in the circumstances to protect workers. This can include eliminating or addressing hazards, providing information and training, creating safety plans, and supplying personal protective equipment.
- According to the *Ontario Human Rights Code*, employers have a duty to accommodate an employee's needs related to a disability, whether permanent or temporary.

## Workers' Duties

- Follow the law and workplace health and safety policies and procedures.
- Wear and use the protective equipment required by your employer.
- Work and act in a way that won't endanger you or anyone else.
- **Report** incidents, injuries, or illnesses to your employer. Report exposures, injuries, and illnesses that require time off work, accommodations, or health care to [WSIB](#).

## WORKERS' RIGHTS

### Right to Know

Workers have a right to information and instruction about hazards in the workplace and the protocols in place to eliminate or address hazards. For example, an employer must provide a notification of risk of violence or access to Safety Data Sheets for chemicals.

### Right to Participate

Workers have a representative who participates on their behalf on a Joint Health and Safety Committee (JHSC) in their workplace. The JHSC is provided with additional information and has the power to identify hazards and make formal recommendations. As individuals, workers can also participate by bringing concerns to their supervisor.

### Right to Refuse

Workers have an individual **right to refuse unsafe work** if they have **reason to believe** their work is likely to endanger their health and safety.

See ETFO's resource: [You have the right to refuse unsafe work.](#)

## Protection Against Reprisal

Workers have protection against reprisals while exercising their rights under the OHSA.

If you have any concerns about your health and safety, speak to your supervisor, your health and safety representative, and your [ETFO local](#). Workers can also contact the [Ministry of Labour](#) to make a complaint.

**For assistance:** Call your union at 1-888-838-3836 or visit [etfohealthandsafety.ca](#).

