



Workplace Violence

For the purposes of a Company's violence prevention program, "violence" is defined as the attempted, threatened or actual conduct of an employee that causes or is likely to cause injury to another employee, including, but not limited to actual physical assaults or attacks; threats or intimidation; violent gestures; and any other conduct that gives an employee reasonable cause to believe physical force will be used against him or creates a hostile or toxic work environment. It also includes bullying. Bullying can include, but is not limited to, the following types of behaviour:

- Persistently and excessively criticizing and scrutinizing and employee's work without justification;
- Spreading malicious rumours;
- Belittling an employee's opinions;
- Spying on or stalking an employee;
- Tampering with an employee's desk, workspace or belongings;
- Excluding or ignoring an employee;
- Undermining or sabotaging an employee's work by, say, setting unreasonable deadlines or withholding key information;
- Maliciously blocking an employee's efforts to achieve promotions, raises or other forms of professional success in the company;
- Engaging in verbally abusive behaviour, such as yelling, making threats and name calling; and
- Engaging in physically abusive behaviour, such as pushing, hitting, spitting, finger pointing or aggressively invading an employee's space.

WHMIS

WHMIS stands for Workplace Hazardous Materials Information Systems. It is a Canada-wide system for identifying hazardous materials and providing information about them such as how to handle them safely. WHMIS is law under the Canada Labour Code and is applied to Ontario as a set of regulations under the Occupational Health and Safety Act.

WHMIS outlines specific duties for suppliers, employers and workers. Under WHMIS, workers have the right to know about hazardous materials. Three components provide for this:

- Education of workers
- Material Safety Data Sheets (MSDS)
- Labels (supplier and workplace)

Employers must provide their workers with information received from suppliers about the hazards associated with and controlled substances or materials they are working with or around. This includes how to safely use, handle and store them. Employers must provide workers with training about the WHMIS system of labeling containers, symbol recognition and using Material Safety Data Sheets.

Upcoming Training

Workplace Specific Training (Part II Certification)	October 2 & 3
Forklift Operator Safety Training	October 10
Basic Certification Training (Part I)	October 23 & 24
Forklift Operator Safety Training	November 21
Basic Certification Training (Part I)	December 4 & 5

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