



Bill 168: Workplace Violence and Harassment

Veterinarians in Ontario who own and operate veterinary practices with employees need to be aware of changes to the Occupational Health and Safety Act (OHSA).

Bill 168, an Act to amend the *OHSA* in order to help protect workers against workplace violence and harassment, received Royal Assent on December 15, 2009. The amendments will come into force on June 15, 2010, at which time workplaces in Ontario will be required to comply with the new law.

The new legislation applies to all Ontario workplaces currently covered by the OHSA. All employers must prepare policies with respect to workplace violence and harassment, and review them at least annually. Workplaces with 6 or more employees must put their policies in written form and post them conspicuously in the workplace.

For detailed information, including guidelines and a tool kit, visit the Government of Ontario website at

http://www.labour.gov.on.ca/english/hs/sawo/pubs/fs_workplaceviolence.php

The Ontario Veterinary Medical Association (OVMA) is planning to post further information for its members at www.ovma.org soon.