Occupational Health and Safety Act:
OMA online toolkit summarizes physician obligations under amended legislation

On March 8, 2016, the Ontario legislature passed Bill 132, the Sexual Violence and Harassment Action Plan Act, which amended a number of statutes by adding provisions regarding sexual harassment and sexual violence. Bill 132 included a series of changes to various provisions of the Occupational Health and Safety Act (OHSA), which took effect on September 8, 2016.

Physicians operate as employers in a variety of settings and should be aware of their obligations under the amended legislation. As employers, physicians have responsibilities with respect to health and safety whether they employ staff in their private practice office, or as a Chief Executive Officer or owner/partner of a family health team, clinic, or other similar organization.

Physicians who are employees, and those who are self-employed (i.e., without employees), should also familiarize themselves with this legislation as they too have responsibilities under the Act.

The OMA has prepared a web-based toolkit to assist members in understanding their professional obligations under the OHSA and its regulations, and to help members make their practice compliant with the legislation.

The toolkit addresses amendments resulting from Bill 132, including information on workplace violence assessment, domestic violence, as well as practical tools and templates. Online resources available to members include:

- Description of changes from Bill 132
- Workplace Violence Assessment Tools
- Workplace Violence Policy Template
- Workplace Violence Program Examples
- Workplace Harassment Policy Template
- Workplace Harassment Program Template
- Workplace Harassment Complaint Form
- Other: Training, Duty to Provide Information, Recognizing Domestic Violence, and Safety Plans
- Full toolkit document with all of the above
- Former amendments to the Occupational Health and Safety Act (Bill 168, 2010)

To access the OMA OHSA toolkit, please visit www.oma.org/OHSA.

Please note: This OMA web resource has been prepared to assist OMA members in understanding some of their obligations under the Occupational Health and Safety Act and the regulations. It is not intended to replace the OHSA or the regulations, and reference should always be made to the official version of the legislation. It is the responsibility of OMA members to ensure compliance with the legislation. The web resource does not constitute legal advice. If you require assistance with respect to the interpretation of the legislation and its potential application in specific circumstances, please contact your legal counsel.