

Revised Regulation Update and Question/Answer

Speaker:

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About the Session:

Harassment

The updates Regulation will include psychological harassment as a form of harassment that must be addressed. This includes:

Any objectionable conduct that creates a risk to the health of a worker if it is based on race, religion, gender, age, etc., or

Severe conduct that negatively affects a worker's psychological or physical well-being if it could reasonably cause a worker to be humiliated or intimidated, etc.

The objectionable or severe conduct referred to in the above definition of harassment, includes a written or verbal comment, a physical act, gestures or display, or any combination of these.

Reasonable conduct of an employer or supervisor in managing and providing direction of workers or the workplace is not considered to be harassment.

Systematic approach to hazard control

There is a stronger emphasis on the requirement for employer to follow a systematic approach to eliminate or control workplace hazards.

Technical changes

Technical and administrative changes clarify a number of requirements and ensure consistency with current standards. Some examples include issues of hardhats and construction sites, crane lifts, rigging mechanisms, support structure for excavation and trenches and requirement for a workplace safety and health committee to conduct inspections.