

Bill 168 – Is Your Firm Ready to Comply?

Brown Consulting Group can ensure employers become fully compliant with Ontario's new laws on workplace violence and harassment.

The new laws are contained in Bill 168, which passed last December and requires employers to have policies and programs to address workplace harassment and violence by June 15, 2010.

The legislation is complex. It requires employers to conduct an internal risk assessment on many different dimensions of workplace violence and harassment. And it steps beyond workplace violence to include domestic violence situations that are likely to expose workers to injury in the workplace.

It is not enough for employers to merely prepare policies on workplace harassment and violence. They must also develop programs to implement the policies, which include:

- Measures to control risks of workplace violence identified in the risk assessment
- Informing workers about the policy and how to report incidents of violence
- How to deal with incidents when violence occurs
- Measures for workers to report harassment incidents
- How employers will deal with incidents and complaints of workplace harassment

The Brown Consulting Group can take employers through all the steps necessary to become fully compliant with Bill 168, including:

- Completing the workplace assessment
- Developing the policies and programs/processes
- Training supervisors, staff and employees on the new policies and procedures, including their rights and obligations

For more than ten years, Brown Consulting Group has helped client companies effectively manage their human resources, including revising policies, developing training and helping them adopt new legislation.

For more information on how Brown Consulting Group can help you comply with Bill 168, please contact consultant Jim McKibbin at jim@brownconsulting.ca or call 416 694-6101 x 116