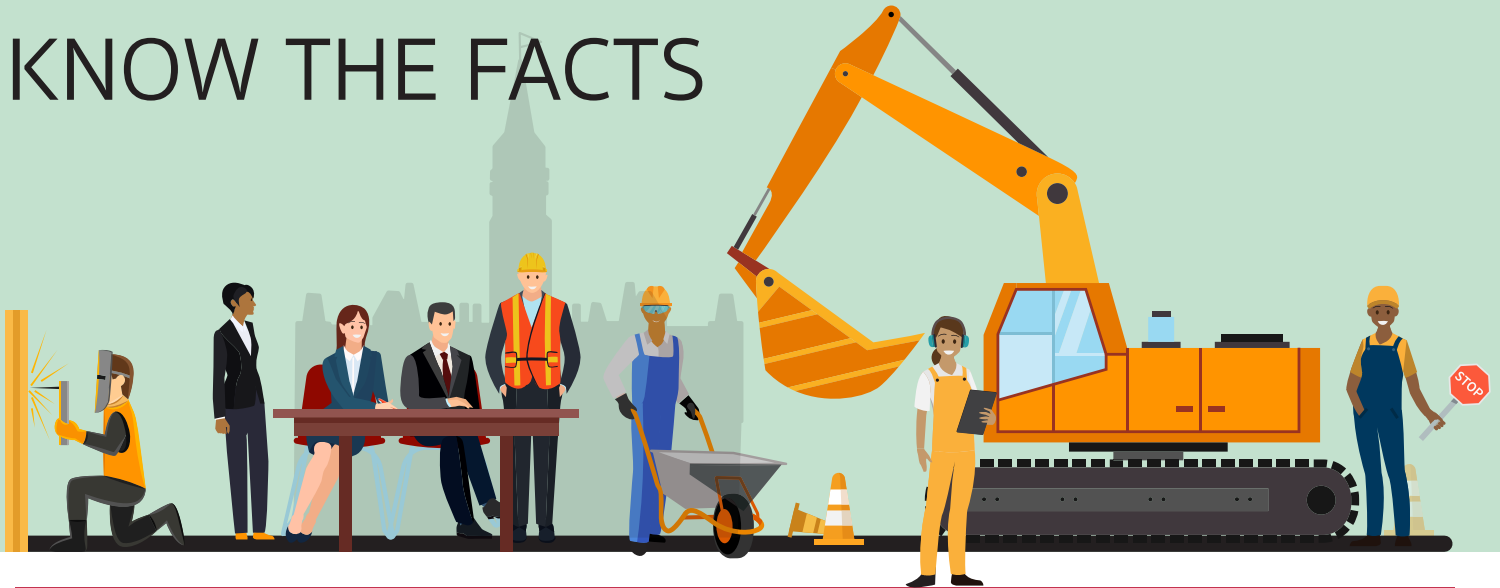


# WORKPLACE HEALTH AND SAFETY KNOW THE FACTS

PART II (OCCUPATIONAL HEALTH AND SAFETY) OF THE CANADA LABOUR CODE aims to prevent workplace-related accidents and injury.



Workplace health and safety is a serious matter. Under Part II of the *Canada Labour Code*, both employers and employees have rights and responsibilities, and a strong role in making workplaces safer.

## Employer responsibilities:

- **Provide** a safe and healthy workplace
- **Develop, implement** and **maintain** a hazard prevention program and a violence prevention program
- **Educate** employees on potential hazards in the workplace
- **Train** employees to perform their job safely and ensure required certification
- **Correct** unsafe actions and conditions
- **Ensure** protective equipment is available and being used
- **Report** and **investigate** all accidents and incidents

## Employee responsibilities:

- **Work in compliance** with Part II of the *Canada Labour Code* and occupational health and safety regulations
- **Use personal protective equipment and clothing** as directed by the employer
- **Report** workplace hazards and dangers to the supervisor or employer
- **Work in a safe manner** as required by the employer and use the prescribed safety equipment
- **Tell the supervisor or employer** about any missing or defective equipment or protective device that may be dangerous





## Employee rights:

- **Know** what hazards are present on the job
- **Participate** in health and safety activities
- **Refusal** of unsafe work in which conditions, activities or the use or operation of a machine constitutes a danger to employees

## Complaints:

If an employee believes there is a hazard or danger or that an accident or injury is likely, the employee must report it to the employer or supervisor.

Complaints can be made to a health and safety officer at the Labour Program only if the internal resolution process has been followed and has not been successful in resolving the matter.

## Where to start:

Fact sheets, legislative services, courses/e-learning, publications, posters and additional resources about these rights and responsibilities are available in the Legislation Section of the Canadian Centre for Occupational Health and Safety website. Visit [ccohs.ca](http://ccohs.ca)

## Other tools and resources:

Find out more about [canada.ca/labour-health-safety-reports](http://canada.ca/labour-health-safety-reports):

- Summary of Part II of the *Canada Labour Code*
- Hazard prevention program guide
- Right to refuse dangerous work
- Internal complaint resolution process
- Health and safety committees or representatives (**new fact sheet**)
- *Canada Occupational Health and Safety Regulations*

## WHO DOES PART II OF THE CANADA LABOUR CODE COVER?

Part II applies to interprovincial and international transportation, banks, telecommunications, broadcasting, shipping and related services, the grain industry, most Crown corporations, the federal public administration and more.

**NEW** As of July 29, 2019, the **Parliamentary Precinct** will benefit from the same occupational health and safety protections as other federally regulated workplaces.

A list of federally regulated businesses and industries can be found at [canada.ca/regulated-industries](http://canada.ca/regulated-industries)



Learn more about workplace health and safety  
[Canada.ca/workplace-health-safety](http://Canada.ca/workplace-health-safety) or contact the **Labour Program**  
1-800-641-4049 Teletypewriter (TTY) 1-800-926-9105  
**#HealthAndSafety @Labour\_ESDC**

Workplace Health and Safety - Know the Facts  
This fact sheet is available online:

[publiccentre.esdc.gc.ca](http://publiccentre.esdc.gc.ca)

Also available on demand in multiple formats by contacting: 1 800 O-Canada (1-800-622-6232), by teletypewriter (TTY), 1-800-926-9105

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