



Workplace Violence and Harassment

UOIT's Workplace Violence Prevention and Harassment and Discrimination policies outline the university's commitment to providing a safe environment free of violence and harassment/discrimination. These policies are a requirement under the Ontario Occupational Health and Safety Act, and all employees must be aware of these policies and the procedures for identifying and reporting incidents of workplace violence or harassment on campus.

HAVE YOU RECEIVED YOUR TRAINING REMINDER?

Health and Safety is offering Workplace Violence and Harassment Prevention Training sessions. **These sessions are targeted to all employees who have NOT previously received this training at UOIT.** The training explains Bill 168 and includes duties and responsibilities of employers, supervisors and workers as they relate to workplace violence and harassment. If you have received a communication that you are required to attend a training session this fall, please check your calendars and register for a session outlined below.

UOIT resources that may be relevant to your workplace:

- [Harassment and Discrimination Policy](#)
- [Workplace Violence Prevention Policy](#)
- Other [General HR Policies](#)

What is Workplace Violence?

The exercise or attempt to exercise, or interpretation of a threat to exercise physical force against a worker, in a workplace, that causes or could cause physical injury to the worker

What is Workplace Harassment?

Engaging in a course of vexatious comment or conduct against a worker, in a workplace, that is known or ought to be known to be unwelcome.

Work related activities that increase the risk of Workplace Violence or Harassment:

- Public or community contact
- Working alone
- Working late at night or early in the morning
- Handling/transporting cash or goods/valuables
- Protecting or securing goods or people

As a reminder, if a MOL Inspector arrives on site, contact Health and Safety immediately!

Bill 168 Workplace Violence and Harassment

2013 Training Dates for Workplace Violence and Harassment Prevention:

Downtown Oshawa Location

- **Tuesday, September 10**, 2 to 4 p.m.
61 Charles Street Building, Room 217
- **Wednesday, October 9**, 2 to 4 p.m.
Regent Theatre

North Oshawa Location

- **Tuesday, September 17**, 9 to 11a.m.
CRWC, Room G213
- **Monday, September 23**, 1 to 3 p.m.
Durham College SSB, Room 116AB
- **Thursday, September 26**, 9 to 11 a.m.
CRWC, Room G213

To **register**, please email:
hrtraining@uoit.ca with your session request

Additional Resources:

Ministry of Labour – Workplace Violence and Harassment
<http://www.labour.gov.on.ca/english/hs/topics/workplaceviolence.php>

Canadian Centre for Occupational Health and Safety – Ontario Bill168
<http://www.ccohs.ca/products/webinar/violence/>

Health and Safety Ontario –
<http://www.healthandsafetyontario.ca/Resources/TopicList/Violence---Harassment.aspx>

Questions?

Contact UOIT Health and Safety:
Ext. 2140 or 6521
Email: healthandsafety@uoit.ca