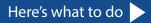


Have you been asked to do something at work that could hurt you or a co-worker?





Scan this code with your phone camera to watch a video:



You have the right to say NO to unsafe work* – without getting into trouble or being punished.

- Talk to other workers. Tell them why you're worried and want to use your right to refuse. (Many voices are better than one.)
- **Tell your supervisor or employer.** Explain the hazard. Say you want to use your right to refuse to do a task because you believe it's dangerous to you or other workers.
 - * This includes danger from equipment, tools, workplace conditions or violence.

continued...

- The employer **must** investigate. They must do it with you and someone who represents workers for health and safety issues*.
- The employer can fix the hazard. Or they may disagree with you, and say there's no danger.

If you are pretty sure – have **reasonable grounds** to believe – it's still dangerous, you can again use your **right to refuse**.

* That person is a worker health and safety representative, joint health and safety committee member or someone that workers choose.

continued...

If you do, the employer or you must call the Ministry of Labour, Training and Skills Development: Toll-free: **1-877-202-0008** Press 1 for Work Refusals. When you reach an agent, ask to speak to someone in your language.

- Someone else can be asked to do the job if they are told why you refused. This must be done with a worker health and safety representative or someone workers choose to deal with health and safety issues.
- After investigating, the inspector must make their **decision** in writing without delay. They must give a **copy** to you, your employer and whomever represented workers during the investigation. *Hang onto your copy*.

continued...

If the inspector agrees with you, the employer must fix the hazard, usually with a deadline. If not, you must return to work.



If you disagree, you can **appeal**. Get help from a **legal aid clinic** (1-800-668-8258, and ask to speak to someone in your language).

Employers **must not** punish you in any way for refusing. If they do, call us or legal aid.



Stay in a **safe place** during working hours until the inspector makes their decision; you could do another job. You must be paid for your time, at your usual rate.



Local Legal Aid Clinic

Find the nearest one: **1-800-668-8258**

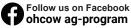
Ask to speak to someone in your language

www.legalaid.on.ca/legal-clinics/

Community Groups can help too:

Occupational Health Clinics for Ontario Workers (OHCOW)

Text, WhatsApp or Call: 1-289-684-2821



eMail: **mfw@ohcow.on.ca** www.ohcow.on.ca