

# WORKERS' HEALTH and SAFETY RIGHTS

Employers must protect  
your health and safety.  
It's the law.

As a worker, you have a right to:



Know



Participate



Refuse Unsafe  
Work

## Right to Know



...anything at your work that could hurt you or make you sick.



Chemicals / Products  
you use or are  
around you



Tools / Equipment  
given to you to use



Jobs you are  
asked to do



Viruses that  
cause illness/  
disease

Your employer **must** train you about how to:



Do your job so  
you don't get sick  
or hurt



Use protective  
equipment



Report  
hazards



Use data sheets  
and labels for  
dangerous products  
(WHMIS)

## Right to Participate



Every worker has a right to be included in  
workplace health and safety.

This means you should be able to:



Ask questions /  
report hazards



Be part of discussions  
about health and safety  
hazards or problems in  
your workplace



Join a worker- employer  
health and safety committee\*;  
be a health and safety  
representative

\*unions choose workers;  
no union - workers choose

If there are **more than five (5) workers** in your workplace,  
there **must** be a worker health and safety representative or a joint  
(worker-employer) health and safety committee.

## Right to Refuse Unsafe Work



You have the **right to refuse** if you think a job is dangerous for  
you or another worker.

There is a process to  
follow to refuse  
dangerous work.  
See our blue **Right to  
Refuse** poster for details



## It is illegal for your employer to:



Punish



Fire



Retaliate against  
you in any way

... if you:



Express your opinion  
regarding health and safety



Participate in health  
and safety activities



Refuse unsafe  
work

If you think this has happened to you – or you are worried that it might –  
get help from the organizations below:

Occupational Health Clinics for Ontario Workers Inc.  
**OHCO**  
W .on.ca  
1-877-817-0336  
ask@ohcow.on.ca

Local Legal Aid Clinic  
Find the nearest one:  
**1-800-668-8258\***  
[www.legalaid.on.ca/legal-clinics/](http://www.legalaid.on.ca/legal-clinics/)

Ministry of Labour, Training, Skills  
and Development (MLTSD)  
Health and Safety Contact Centre  
**1-877-202-0008\***  
Press 1 for Work Refusals  
webohs@ontario.ca

\* Ask to speak to someone in your language.