



OH COW

Occupational Health Clinics
for Ontario Workers Inc.

Employers Must Protect Your Health and Safety

All Workers Have Health and Safety Rights

Learn more



As an employee, you have a right to:



Know



Participate



Refuse

You have a **right to know** about the hazards at your workplace, including:

- ▶ any chemicals, products, equipment or tools you use
- ▶ the jobs you're asked to do
- ▶ the virus causing COVID-19

Your employer must train you on how to do your job so you don't get sick or hurt, to use protective gear and to report hazards.

Every worker has a **right to participate** in health and safety, including:

- ▶ asking questions /reporting hazards
- ▶ be part of discussions about health and safety hazards or problems in your work
- ▶ join a worker-employer health and safety committee; be a health and safety representative

You have the **right to refuse** if you think a job is dangerous

- ▶ You can refuse work you think is dangerous for you or another worker. This is not disobeying your boss.

There is a process to follow.
See our **blue** card explaining it.

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

It is Illegal

for your employer to punish you (retaliate) if you:



Exercise your rights



Participate in health and safety activities



Refuse dangerous work

For more information see our **orange** card or contact:

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:



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