

# Workplace Violence Prevention Services

Bill 168 Compliance. Risk Assessments. Policies. Training.

## David Hyde & Associates

Are you an employer in Ontario with 5 staff or more?

Are you Bill 168-compliant (workplace violence prevention)?

### Our Services at a Glance

#### Bill 168 Compliance Audits

Regulatory compliance audits and benchmarking

#### Workplace Violence Risk Assessments

Bill 168 risk assessments, workplace physical security audits, employee & stakeholder surveys

#### Anti-Violence and Anti-Harassment Policies

Development of workplace violence and workplace harassment prevention policies

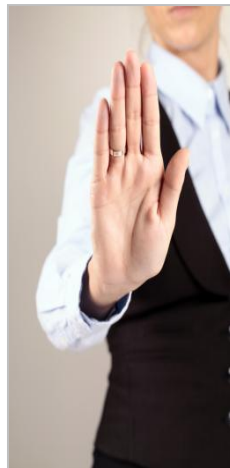
#### Workplace Violence Prevention Programs

Program development, drafting of security and emergency procedures to mitigate violence risks

#### Workplace Violence Prevention Training

Delivery of workplace violence and harassment prevention training to workers and supervisors

### We Can Help....



Workplace violence has become one of the most serious risk management issues facing Canadian employers. Bill 168, an amendment to Ontario's health and safety laws, mandates a range of strict new standards that apply to all provincially-regulated employers with 5 or more staff.

Bill 168 compels employers to assess the risks of violence across all work activities in all work locations. Based on the risk assessment findings, employers must develop violence and harassment policies as well as a comprehensive workplace violence program.

At **David Hyde & Associates** we are Bill 168 specialists. We offer a range of workplace violence prevention services from basic "health checks" to complete Bill 168 compliance solutions to employers of all types and sizes.

The assessment tools and compliance methods we have adopted are based on standards endorsed by Ontario's Ministry of Labour, the Canadian Centre for Occupational Health & Safety ("CCOHS") and the Occupational Health & Safety Council of Ontario ("OHSCO").

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**David Hyde & Associates**

416.628.8144

info@davidhyde.ca

www.davidhyde.ca

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## Our Experience at a Glance

- Developed Ontario-wide Bill 168 compliance plan for a 21-site, multi-billion dollar corporation
- Completed Bill 168 projects for clients in varied industries (i.e. nuclear, industrial, corporate, higher education, commercial real estate, etc.)
- Completed workplace violence risk assessments and developed Bill 168 compliance roadmaps for a wide range of Ontario businesses
- Delivered customized workplace violence prevention services in high risk environments



## 5 things you may not know about Bill 168

1. Each work site must be assessed separately
2. Domestic violence risks must be assessed
3. Bill 168 applies to out-of province travelers
4. The risk of violent crime must be assessed
5. Workers have a right to refuse unsafe work

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## We Know Bill 168....

**David Hyde & Associates** supports clients through all stages of Bill 168 compliance:

**Hazard Identification & Risk Assessment**

**Policy Development**

**Program Development**

**Worker and Supervisor Training**

**Program Review and Evaluation**

Under Bill 168, employers must assess the risks of violence related to the nature and circumstances of the workplace, type and conditions of work, and common issues in similar workplaces.

The policy under Bill 168 should show the employer's commitment to protect workers from violence and set out clear standards of behaviour within the workplace.

The program under Bill 168 must include measures to control the risks identified in the assessment as well as procedures to summon immediate assistance. Steps for workers to report violence and the approach to be taken to investigate violent incidents are also required.

The Bill compels employers to provide training to workers on the workplace violence program. Finally, employers must assess the risk of domestic violence, as

well as the risk from persons with a violent history who are expected to frequent the workplace.



At **David Hyde & Associates** we are a partner you can trust to help you gain compliance with Ontario's new workplace violence laws. Please call us today for a no-obligation Bill 168 consultation.