Worker refuses to work because he or she has reason to believe the task endangers health or safety.

The worker reports problem to the supervisor.

The Functional Occupational Health and Safety Committee worker member comes to the scene.

The supervisor investigates in the presence of the worker and the Functional Occupational Health and Safety Committee worker member.

Does the supervisor agree that the situation endangers health or safety?

YES: The supervisor takes corrective action.

NO: Does the worker still have reasonable grounds to believe that the work endangers health or safety?

YES: The worker returns to work.

NO: The Ministry of Labour must be called. To do so, the supervisor informs the Office of Risk Management.

The Office of Risk Management contacts the Ministry of Labour inspector to notify him or her of the situation.

The inspector investigates in the presence of the worker, the supervisor (or employer representative), and the Functional Occupational Health and Safety Committee worker member.

Written decision by the inspector

Corrective action is taken, if ordered.

Is the worker satisfied with the corrective action?

YES: The worker returns to work.

NO: The worker remains in a safe place. The worker may be assigned reasonable alternative work.

The supervisor may assign the refused work to another worker, if deemed safe to do so, but must tell the second worker about the refusal and its reasons, in the presence of the Functional Occupational Health and Safety Committee worker member.

This is a right provided to the worker by the Ontario Occupational Health and Safety Act, Section 43. Consult it for more details and applicable restrictions. In case of personal threat or workplace violence, consult the Workplace Violence Policy (Policy 66).

The Office of Risk Management - 613-562-5800 ext. 5892 or call Protection Service at 613-562-5499 and ask them to reach the Office of Risk Management immediately.

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