

Appendix D: Sample Content for a Right to Refuse Unsafe Work Policy

An employee of **(Dental Practice Name)** may refuse to work or do particular work where he or she has reason to believe that:

- Any equipment, machine, device or thing the worker is to use or operate is likely to endanger himself, herself or another employee.
- The physical condition of the workplace or part thereof in which he/she works or is to work is likely to endanger himself/herself.
- Workplace violence is likely to endanger himself/herself.
- Any equipment, machine, device or thing he/she is to use or operate or the physical condition of the workplace or part thereof in which he/she works or is to work is in contravention of the OHSA and associated regulations and such contravention is likely to endanger himself/herself, or another employee.

Upon refusal, the employee will report to his/her supervisor who will immediately investigate the report in the presence of the HSR/JHSC member, or in the event that he/she is not available, a fellow employee.

The employee will remain at a safe place near his/her workstation until the investigation is completed unless the employer assigns the employee to alternative work, or gives other directions to the employee.

If, following the investigation and corrective actions, the employee still has reasonable grounds to believe that the situation remains dangerous, the employee may refuse to work or do the particular work and **(Dental Practice Name)**, the employee, or a person acting on behalf of **(Dental Practice Name)** or the employee, will notify a Ministry of Labour Inspector.

NOTE: No employee will be assigned to the work being refused unless that employee has been advised of the first employee's refusal and reasons for the refusal.

