## Policy

SACL is committed to the health & safety of our employees and Persons Supported.

If an employee(s) have reasonable cause to believe that performing a job or task puts themselves or someone else at risk, the employee(s) must immediately report any perceived unsafe condition/task to their Services Manager for assessment and corrective measures.

Services Managers will immediately assess the situation and implement corrective actions and measures to alleviate the unsafe condition/task where required, or inform the employee that in their opinion, the report is not valid.

Should the employee(s), still feel the condition/task to be unsafe, an investigation will take place, conducted in the presence of the employee who made the report. The investigation will be completed by an employer representative and a worker representative, to determine any additional corrective actions to put in place to alleviate the unsafe condition/task, or to inform the reporting employee that in their opinion, the report is not valid.

If the reporting employee still feels that the condition/task is unsafe, and continues refusal to work, then the employer and worker must immediately notify a WorkSafeBC officer. The WorkSafeBC officer will investigate the matter without delay, and issue any orders deemed necessary to resolve the situation.

A reporting employee(s) will not be subject to any discriminatory action by SACL management or staff in relation to reporting unsafe working conditions. Temporary assignment to alternative work at no loss in pay to the worker until the matter is resolved is not considered discriminatory action.

**Procedure:**

***HS-Refusing Unsafe Work – Reporting & Investigating Procedure***

**Other Related Documentation:**

***WSBC OH&S Regulations (Part 3) – Section 3.12 – Procedure for refusal***

***WSBC OH&S Regulations (Part 3) – Section 3.13 – No discriminatory action***

***Worker’s Compensation Act (Part 3) – Division 6, Sections 150 through 153***