

Your rights and responsibilities

an **actsafe**  reference card
Safety Association

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All workers in the province of B.C. have:

1. The right to know about hazards in the workplace.
2. The right to participate in health and safety activities in the workplace.
3. The right to refuse unsafe work.

It is illegal for an employer or union to penalize you for raising a health or safety issue at work

Note: the material in this document does not replace the *WorkSafeBC Occupational Health and Safety Regulation* or the *Workers Compensation Act*. Employers, supervisors and workers should always refer to the *Regulation* and *Act* for specific requirements that apply to their activities.

Worker Responsibilities

- Use or wear Personal Protective Equipment as required by the regulations.
- Take reasonable care to protect your own health and safety as well as that of others.
- Work in accordance with established safe work procedures including the use of PPE.
- Wear, regularly maintain, and inspect PPE.
- Report all violations of the Act including issues with PPE or the existence of any hazards.
- Cooperate with health and safety committees or representatives and with WorkSafeBC.
- Not work while impaired by alcohol, drugs, or other causes (i.e. fatigue).
- Not engage in horseplay on the worksite.

For further details on worker responsibilities, please refer to the Workers Compensation Act, Part 2, Div. 4, Sec. 22 - "General Duties of Workers"

Supervisor Responsibilities

- Ensure the health and safety of workers under their direction.
- Know about OHS Provisions and regulations applicable to the work being supervised.
- Comply with the legislation, regulation, and orders from WorkSafeBC.
- Ensure workers under their supervision know of safety hazards and comply with legislation, regulation, and orders.
- Consult with the joint health and safety committee.
- Co-operate with WorkSafeBC Safety Officers.

For further details on supervisor responsibilities, please refer to the Workers Compensation Act, Part 2, Div. 4, Sec. 23 - "General Duties of Supervisors"

Employer Responsibilities

- Ensure the health and safety of all workers working for that employer.
- Remedy any workplace conditions that are hazardous to the health and safety of the employer's workers.
- Provide orientation, information, instruction, training, supervision, and required Personal Protective Equipment (PPE).
- Ensure workers are made aware of all known or reasonably foreseeable health or safety hazards.
- Establish occupational health and safety policies and programs.
- Provide and maintain in good condition protective equipment, devices, and clothing as required by regulation.
- Access to the Workers Compensation Act.
- Consult and cooperate with health and safety committees or representatives and WorkSafeBC.
- Report all serious accidents, injuries, and incidents to WorkSafeBC.

For further details on employer responsibilities, please refer to the Workers Compensation Act, Part 2, Div. 4, Sec. 21 - "General Duties of Employers"