



# The Rights of Workers



There are three main rights to workers: Right to Know, Right to Participate, Right to Refuse.

## **Right to Know**

This refers to workers are being made aware of the current and potential hazards in the workplace. Workers are informed of these hazards through training and communication activities.

## **Right to Participate**

This means workers should be involved in the process of identifying and resolving OHS issues. Participation may include reporting hazards or discussions of concerns in the workplace.

## **Right to Refuse**

Workers may refuse to do work if they believe it is dangerous to their health and safety or the health and safety of another worker.

There is a three step procedure if someone wishes to use their right to refuse unsafe work:

- *Step 1:* The worker must first immediately report the conditions of their refusal to their supervisor. (If the refusal is resolved, the worker must return to work. If the refusal is unresolved, proceed to step 2).
- *Step 2:* The supervisor must report the unresolved work refusal to the OHS committee for investigation. (If the refusal is resolved, the worker must return to work. If the refusal is still unresolved, proceed to step 3.)
- *Step 3:* The employer (or worker) must immediately report the unresolved work refusal to the OHS Division for investigation. When the report is made orally, it must be followed up in writing within 5 days,