



Bill C-45

Bill C-45 is Federal Gvt. legislation that amends the Canadian Criminal Code and is now Section 217.1 of the same code, which states,

“Every one who undertakes, or has the authority, to direct how another person does work or performs a task is under a legal duty to take reasonable steps to prevent bodily harm to that person, or any other person, arising from that work or task.”

| The Student is able to demonstrate understanding of the following: | Date | Sign-off | Notes |
|---|-------------|-----------------|--------------|
| 1. Understands Bill C-45: a) sets new legal duties for workplace health and safety and imposes serious penalties for violations that result in injuries or death. | | | |
| a) establishes rules for attributing criminal liability to organizations, including corporations, for the acts of their representatives. | | | |
| c) creates a legal duty for all persons directing work to take “reasonable steps” to ensure the safety of workers and the public. | | | |
| d) affects all organizations and individuals who direct the work of others, anywhere in Canada. These organizations include federal, provincial and municipal governments, corporations, private companies, charities and non-governmental organizations. | | | |
| e) is enforced by police and crown attorneys who are responsible for investigating serious incidents and laying charges under the Canadian Criminal Code. | | | |
| f) has a very different set of rules, and should not be confused with “regular” occupational health and safety laws and how they are enforced. | | | |
| 2. Understands who is responsible for enforcing occupational health and safety laws. | | | |
| 3. Understands that an effective workplace health and safety program can limit liability and reduce the chances of being charged under the provisions of the Criminal Code. | | | |
| 4. Understands the legal obligations under occupational health and safety laws and standards, what hazards exist in the workplace, and how to effectively reduce or eliminate them. | | | |
| 5. Understands that workers should be made aware of the employer’s health and safety program and informed of any risks, and should receive appropriate training and protective equipment. | | | |

Resource adapted from: <http://www.justice.gc.ca/eng/dept-min/pub/c45/>