Occupational Health and Safety Reprisals: What They Are and How to Avoid Them

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Occupational health and safety legislation in jurisdictions across Canada protects employees against reprisals when they exercise their rights under that legislation.

As a manager or occupational health and safety professional, are you aware of common workplace situations that may give rise to a reprisal?

Do you know the best practices for avoiding a reprisal complaint in the first place, and how to defend your organization should a complaint of reprisal be made anyway?

Join Alanna Twohey of Emond Harnden LLP as she provides a basic overview of reprisals in the occupational health and safety context across Canada, as well as practical tips for handling employees' allegations of reprisal.

Topics to be addressed include:

- What is a reprisal in the occupational health and safety context?
- What laws protect employees against reprisals, and what specific protections do they grant?
- How can an organization:
    - Avoid a complaint of reprisal?
    - Defend against a complaint of reprisal?
- Spotlight on: reprisal allegations following employee harassment complaints.

There will also be a 15 minute Q&A after the presentation where you can ask any questions you have related to reprisals.

Alanna Twohey, Research Lawyer

Alanna is a Research Lawyer who provides support to the other lawyers of the firm in all aspects of labour and employment law. Alanna received a Bachelor of Arts from Brock University and an LL.B. from the University of Ottawa.

Alanna was called to the Bar in 2009. Prior to joining the firm, she articled and practiced at a management-side labour and employment law boutique in Ottawa. During that time, Alanna's practice included providing advice and representation to employers in both the public and private sectors. Alanna has significant and diverse experience with employment, labour, human rights and occupational health and safety matters in both the federal and provincial jurisdictions. She is also experienced in collective bargaining, having been exposed to a variety of bargaining issues, both as chief negotiator and in an advisory role.

Alanna is a member of the Ontario Bar Association.