

News & Views

Bill 168 – A Timeline

On November 12, 2005, nurse Lori Dupont, 36, arrived for her shift at the Hotel-Dieu Grace Hospital. Ex-boyfriend, Dr. Marc Daniel, a 50-year-old anesthesiologist, was also working that day. Their volatile relationship had ended in early 2005, after which Daniel attempted suicide and was admitted to Hotel-Dieu's psychiatric ward. This would be their first shift working together since that suicide attempt.

In a report in the Windsor Star, it says that on that day, Dupont began to prepare the receiving bays in the post-anesthetic care unit. To get to the supplies of syringes, suction catheters and other medical items, she had to pass two supporting pillars in the middle of the recovery room.

As she passed the second pillar, Daniel jumped out and began to stab her with a military-style dagger. In just seconds, he stabbed her seven times. Daniel ran off, leaving the weapon sticking out of her body. Dozens of doctors and nurses attempted to save her, but the knife had cut her heart and almost severed her aorta. A few hours later, police found Daniel dead in his car near the Detroit River. He had died of a self-administered drug overdose.

The Inquiry

Following Dupont's killing, hospital administrators admitted to knowing that Daniel had been stalking Dupont and harassing her, according to the CBC. They were also aware of his suicide attempt.

A coroner's inquest into Dupont's murder was held in 2007. Among its 26 recommendations were that Ontario's Occupational Health and Safety Act (OHSA), which protects workers against health and safety hazards on the job, be expanded to include harassment and abuse as grounds to refuse to work.

The Registered Nurses' Association of Ontario also called on the federal and provincial governments in December 2008 to enact and enforce legislation promoting a violence-free workplace, says a CBC report.

In April 2009, the Ontario government introduced Bill 168, which amends the OHSA to define workplace violence and harassment, and describe employer duties. The bill was passed by the Ontario legislature on December 9, 2009, and will come into effect on June 15, 2010.

Key Duties of Bill 168

- Prepare and post policies
- Assess the risks of violence
- Re-assess the risks of violence
- Implement a workplace violence prevention program
- Address domestic violence
- Consider disclosing persons with a history of violence
- Review work refusal policy
- Establish a clear procedure for reporting and recording of incidents



Website Links

Protecting Workers From Workplace Violence and Workplace Harassment:

www.labour.gov.on.ca/english/hs/sawo/pubs/fs_workplaceviolence.php

Workplace Violence and Harassment:

Understanding the Law: www.labour.gov.on.ca/english/hs/pubs/wpvh/

Health and Safety:

www.labour.gov.on.ca/english/hs/

Backgrounder on Bill 168:

news.ontario.ca/mol/en/2009/12/protecting-people-at-work.html

WSIB Resources: Prevention of Workplace Violence

www.wsib.on.ca/wsib/wsibsite.nsf/public/ViolencePreventionResources#checklists