

Important words when learning about workplace safety and health and workers compensation

You may come across some words that are new to you when learning about workplace safety and health and workers compensation. The following list may be helpful.

Dangerous work: Work that poses a danger that is not normal to the job; for example, using a machine that does not have a properly fitted safety guard

Employer: The company (or person) that hires workers

Harassment: Inappropriate conduct, comment, display, action or gesture by a person that is made on the basis of: race, creed, religion, colour, sex, sexual orientation, gender-determined characteristics, marital status, family status, source of income, political belief, political association, political activity, disability, physical size or weight, age, nationality, ancestry or place of origin. Harassment can also be referred to as “bullying,” which may involve severe, repeated conduct that adversely affects a worker’s psychological or physical wellbeing if it could reasonably cause a worker to be humiliated or intimidated or a single occurrence, if it is shown to have a lasting, harmful effect on a worker

Hazard: Anything that can hurt someone; for example, oil spilled on a walkway that could cause a person to slip

Incident: An event, occurrence or situation that is unplanned and may cause a disturbance, such as falling and hurting yourself at work

Injured: Hurt in any way

Injury: Damage done to the body

Laws: Rules made by government that everyone must follow; for example, laws that prohibit stealing

WSH: Abbreviation or acronym for Workplace Safety and Health, which is concerned with protecting the safety, health and welfare of people engaged in work or employment

WSH Act: Abbreviation or acronym for the Workplace Safety and Health Act, which is the set of official rules that govern safety and health at work in Manitoba

Personal protective equipment (PPE): Equipment worn by workers to protect them from job hazards and prevent injury; for example, safety glasses, respirators, steel-toed boots, protective gloves

Regulations: Rules or directives made by an authority, such as a government; can also determine rights and responsibilities

Reprisal: An act of retaliation or revenge

Responsibilities: Legal duties of both employers and workers; for example, an employer’s responsibility to pay workers for their work

Rights: Legal, social or ethical principles of freedom or entitlement; in these resources, references are to legal rights

Risk: How great the chance or possibility that someone will be harmed by a hazard; for example, the more people using a walkway with an oil spill, the greater the risk that someone will slip and fall

Safety and Health Committee: Safety and Health Committees are mandated in many companies. A Safety and Health Committee consists of representatives from management and employees. The Committee meets regularly to review the safety and health practices in the workplace in order to provide protection against workplace injury, illness and deaths.

Supervisor: Employee (worker) who is in charge of and oversees other workers

Violence: The attempted or actual exercise of physical force against a person and any threatening statement or behaviour that gives anyone reason to believe that physical force will be used against them.

Worker: Person hired by a company to do a specific job; also called an employee

WCB: Abbreviation or acronym for the Workers Compensation Board of Manitoba, which administers workers compensation in Manitoba

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web2.gov.mb.ca/laws/statutes/ccsm/w210e.php (WSH), or web2.gov.mb.ca/laws/statutes/ccsm/w200e.php (WCB).

The original content for this toolkit was developed by the Institute for Work & Health (IWH) for settlement agencies and other teachers of newcomers to Ontario (Kosny A, Lifshen M, Smith P, Saunders R and Rhooms R. 2011).

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