Workers have the right to refuse work if they believe it presents an undue hazard. An undue hazard is an “unwarranted, inappropriate, excessive, or disproportionate” hazard.

UBC Refusal of Unsafe Work Flowchart
Based on Occupational Health and Safety Regulation (OHSR) Guideline 3.12 Refusal of Unsafe Work

Worker reports work refusal to supervisor

Supervisor/Manager investigates and reports work refusal to Faculty Relations/Human Resources*

No

Undue hazards controlled

Yes

Worker returns to work

Worker continues to refuse to work

Supervisor determines work to be safe and worker is informed

Worker continues to refuse to work

Matter investigated with the participation of a knowledgeable JOHSC worker representative

Supervisor or employer, SRS and worker contact WorkSafeBC

Prevention Officer conducts inspection

Undue hazard present?

No

Worker reassigned

Yes

Prevention Officer issues inspection report informing the parties that no undue hazard has been identified

Prevention Officer issues inspection report addressing the undue hazard