

**HRM 3400- Occupational Health and Safety**

**Course Outline (Fall 2025)**

<b>Instructor</b>	<b>Dr. Farimah Zadeh</b>	<b>E-mail</b>	<a href="mailto:zadeh@yorku.ca">zadeh@yorku.ca</a>
<b>Office</b>	ATK 044D	<b>Office Hours</b>	Thursdays 4:15 to 5:15 pm or by appointment (Online-ZOOM- Link on eclass)

**Weekly online discussion sessions: Thursdays 5:30 to 6:30 pm**

(The Zoom link will be posted on e-class. Recordings of the discussion sessions will be posted on eclass and are considered among the required course resources. Refer to the course schedule table for more details)

**Course Description:**

This asynchronously offered online course is an introduction to the field of occupational health and safety (OHS). For this purpose, this course offers an overview of the field, OHS legislative frameworks, physical and psychological hazards, recognition and assessment techniques, and relevant interventions. Furthermore, health positive OHS interventions that focus on work-family and individual wellness issues will be reviewed. The focus of the course will be on the applicability of the concepts and models presented. All content covered will be guided by the principles of evidence-informed practice.

**Course Materials:**

Kelloway, E. K., Francis, L., & Gatien, B. (2020). Management of occupational health and safety, 8th Edition. Nelson.

**Course Website:** <https://eclass.yorku.ca>

**Course Evaluation:**

<b>Evaluation Criteria</b>	<b>Weight (%)</b>
<b>Mini- Quizzes (10 @ 3%)</b>	30%
<b>Assignment 1</b>	25%
<b>Assignment 2</b>	25 %
<b>Assignment 3</b>	20%
<b>[TOTAL]</b>	<b>[100%]</b>

## Grades and Grading Schemes

Grade	Grade Point	Percent Range (%)	Description
A+	9	90-100	Exceptional
A	8	80-89	Excellent
B+	7	75-79	Very Good
B	6	70-74	Good
C+	5	65-69	Competent
C	4	60-64	Fairly Competent
D+	3	55-59	Passing
D	2	50-54	Marginally Passing
E	1	(Marginally below 50%)	Marginally Failing
F	0	(Below 50%)	Failing

## Description of course evaluation components:

### Quizzes:

Quizzes, each worth 3%, are short multiple-choice tests on eclass that you can take online. The quizzes will help you track your progress and keep up with the readings. The contents tested on these quizzes are based on the textbook.

Quizzes for each week are due by Thursday noon the following week. Please refer to the table on pages 4 and 5.

Quiz deadlines are firm. Quizzes cannot be reopened once the answers are revealed on eclass.

### Assignment 1: Navigating OHS Legislation (Due October 2, 2025)

In this assignment, you get to practice your ability to navigate and apply the OHS legislation to real-world scenarios within a specific sector (e.g., construction, healthcare, manufacturing). You will write a 5 to 6 -page report on a workplace incident covered by the media in the last five years, provide a summary of the incident and the applicable OHS legislation (highlighting its critical provisions), and propose measures for the company to comply with the relevant legislation with a particular focus on clear preventive strategies and practices.

## **Assignment #2: Workplace Hazard Identification and Risk Assessment (Due October 30, 2025)**

In this assignment, you will apply your knowledge of occupational health and safety principles to identify potential hazards, assess risks, and propose effective controls within your usual work/study environment in a maximum 5-page report including photos taken by you of your select environment to support the analysis.

## **Assignment #3 Evidence-Based OHS Practice (Due November 27, 2025)**

The assignment aims to enhance your critical thinking and research skills. Using evidence-based methods, you are invited to critically evaluate one of the claims in the textbook on the relationships between specific workplace hazards and diseases or the effectiveness of prevention strategies and practices by finding and synthesizing 3 to 5 relevant *empirical studies*.

## Course Schedule FALL 2025:

Additional readings for each week might be posted on e-class.

Week	Readings	ONLINE discussion session topics Thursdays 5:30 to 6:30 pm (ZOOM)	Quizzes and assignments
<b>Week 1</b>	Ch1: Introduction	Sep 4 <i>Introduction and Review of the Course Outline, Organization of the Course, and Evaluative Components</i>	<b>Due by noon Sep 11</b> Quiz #1: Is It an Injury or an Illness? (3%) Quiz #2: Historical vs. Modern OHS Perspectives (3%) Quiz #3: Economic, legal, and moral arguments for OH&S (3%)
<b>Week 2</b>	Ch 2: Legislative Framework	Sep 11 <i>Ontario Occupational Health and Safety Act</i>	<b>Due by noon Sep 18</b> Quiz #4: Worker Rights in OHS Scenarios (3%) Quiz #5: Right to Refuse Work Scenarios (3%)
<b>Week 3</b>	Ch 3: Workers' Compensation	Sep 18 <i>Citation Management Tools</i>	<b>Due by noon Sep 25</b> Quiz #6: Frequency, Severity Rate, Premium Amounts (3%)
<b>Week 4</b>	Ch 4: Hazards, Risk, and Control	Sep 25 <i>Evidence-Based Decision Making in Occupational Health and Safety</i>	<b>Due by noon Oct 2</b> Quiz #7: Identifying Types of Controls in the Hierarchy of Control (3%)
<b>Week 5</b>	Ch 5: Physical Agents Ch 6: Biological and Chemical Agents	Oct 2 <i>Finding Good Evidence for Evidence-Based Decision Making in OH&amp;S</i>	<b>Assignment #1 is due by midnight Oct 2. (25%)</b>
<b>Week 6</b>	Ch 7: Psychosocial Hazards	Oct 9 <i>Job Characteristics Model (Job content and control)</i>	
<b>Week 7</b>		Oct 16 <b>No Online Discussion Session</b>	<b>Reading week</b>
<b>Week 8</b>	Ch 8: Workplace Violence, Aggression, and Harassment	Oct 23 <i>State of Knowledge on Workplace Violence, Aggression, and Harassment Preventive Interventions</i>	<b>Due by noon Oct 30</b> Quiz #8: Understanding Types of Workplace Violence (3%)
<b>Week 9</b>	Ch 9: Training	Oct 30 <b>No Online Discussion Session</b>	<b>Assignment #2 is due by midnight Oct 30. (25%)</b>

<b>Week</b>	<b>Readings</b>	<b>ONLINE discussion session topics</b> Thursdays 5:30 to 6:30 pm <b>(ZOOM)</b>	<b>Quizzes and assignments</b>
<b>Week 10</b>	Ch10: Motivation and Safety Management Systems	Nov 6 <i>Nuances in Applying Operant Conditioning Techniques and Goal Setting Theory for OH&amp;S.</i>	<b>Due by noon Nov 13</b> Quiz #9: Identifying Psychological Theories in OHS Behavioral Interventions (3%)
<b>Week 11</b>	Ch 11: Emergency Planning Ch 12: Incident Investigation	Nov 13 <b>No Online Discussion Session</b>	
<b>Week 12</b>	Ch 13: Disability Management and Return to Work	Nov 20 <i>State of Knowledge on Return-to-Work Interventions</i>	<b>Due by noon Nov 27</b> Quiz #10: Identifying Categories of Work Accommodation (3%)
<b>Week 13</b>	Ch 14: Workplace Wellness: Work-Family and Health Promotion Programs	Nov 27 <i>Salutogenic vs Pathogenic Approach to OH&amp;S.</i>	<b>Assignment #3 is due by midnight Nov 27. (20%)</b>

### **Course Policies:**

#### **Late Assignments:**

Accordingly, assignments for this course must be received on the due date specified for the assignment. Exceptions to the lateness for valid reasons such as illness, compassionate grounds, etc., may be entertained by the course instructor but will require supporting documentation (e.g., a doctor's letter).

**\*\*\*\*There is no lateness exceptions offered for quizzes.**

#### **Missed evaluation components:**

Students with a documented reason for missing an assignment, such as illness, compassionate grounds, etc., which is confirmed by supporting documentation (e.g., doctor's letter) may request an accommodation from the course instructor.

### **General Academic Policies**

#### **Important Dates:**

The "Important Dates" pages listed below contain important information relevant to each term; in them, you will find classes and exams start/end dates, co-curricular days and reading week, add/drop deadlines, holidays, University closings and more:

<https://registrar.yorku.ca/enrol/dates>.

**Academic Honesty:**

Academic Integrity refers to a set of conventions that scholars follow in their work, and which generate credibility, trust, and respect within the academic community. As a student, earning a university degree in a fair and ethical way also involves following these conventions.

Violations of academic integrity can lead to disciplinary actions under [York University's Senate Policy on Academic Honesty](#). Effective time management and study skills can help students avoid feeling desperate and engaging in actions that violate academic integrity. See the [Time Management](#) module.

Students may also wish to review the interactive Academic Honesty module, which can be accessed here: [SPARK course in Moodle](#).

**Religious Observance Accommodation:**

York University is committed to respecting the religious beliefs and practices of all members of the community and making accommodations for observances of special significance. For further information on accommodation procedures required due to religious commitment, and the schedule of dates visit:

<https://w2prod.sis.yorku.ca/Apps/WebObjects/cdm.woa/2/wo/34rctokbwIWrpJQ2xPLSn0/0.3.4.62.0>.

**Alternate Exam/Testing Scheduling Centre:**

York's Student Accessibility Services and the Registrar's Office work in partnership to support alternate exam and test accommodation services for students with disabilities at the Keele campus. Please alert the Course Director as soon as possible should you require special accommodations. You can review the alternate exam and test policies and procedures here: <http://altexams.students.yorku.ca/>.

**York Senate Policy on Academic Accommodation for Students with Disabilities:**

<http://secretariat-policies.info.yorku.ca/policies/academic-accommodation-for-students-with-disabilities-policy/>

**Student Accessibility Services:** <https://accessibility.students.yorku.ca/>

**Grade Reappraisals:**

For grade reappraisal procedures and information, please visit the Office of the Registrar site at <http://myacademicrecord.students.yorku.ca/grade-reappraisal-policy>.

**Grade Scheme and Feedback (Policy):**

<http://secretariat-policies.info.yorku.ca/policies/grading-scheme-and-feedback-policy/>

**Student Rights and Responsibilities:**

<http://oscr.students.uit.yorku.ca/student-conduct>

**Counselling and Disability Services:**

<http://cds.info.yorku.ca/>