

OCCUPATIONAL HEALTH AND SAFETY
AP/HRM3400 WINTER 2026 - asynchronous online
YORK UNIVERSITY

Professor: Ron Alexandrowich M.Ed. DHRP

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Office Hours: I do not have office hours. We can set up a Zoom meeting

Course Text: Kelloway, E.K., Francis, L. & Gatien, B. (2020). Management of Occupational Health and Safety. 8th Edition. Toronto: Nelson Education Ltd. ISBN: 9781774122952



Class Time: This class is asynchronous online. You will need to follow the weekly readings and any activities on your own and listen to my recorded lectures.

Date (week of)	Topics	Details of topics to be covered in the course, by unit or by week
Jan 5	Class Introduction Kelloway, Chapter 1. Introduction to OHS	-how occupational health and safety affects all stakeholders including the financial and social costs associated with occupational injuries and illnesses. - Articulate the connection between human resources management and occupational health and safety. - the roles of major stakeholders in occupational health and safety
Jan 12	Kelloway, Chapter. 2 Legislative Framework, Occupational Health & Safety Act of Ontario (OHSA)	Regulatory framework surrounding OHS. – knowledge of the structure and role of joint health and safety committees, JHSC - duties of the major stakeholders under OHS legislation including discussion of work refusals and stop work provisions. - occupational health and safety & the Criminal Code for corporate liability. - designated
Jan 19	Kelloway, Chapter 4 Hazard Recognition, Risk Assessment & Control	Key terms associated with hazard recognition, assessment, and control. - The types and sources of hazards along with types of injuries. - methods for systematically assessing risks and hazards in the workplace. - Compare intervention levels and processes for controlling hazards (administrative, engineering, PPE)

Jan 26	Chapter 5 Physical Agents Chapter 6 Biological & Chemical Agent	<p><u>Physical Agents</u> Common physical agents within the workplace. -how and when many of the commonly found physical agents can be considered hazardous. -methodsof controlling physical agents within the workplace.</p> <p><u>Biological & Chemical Agent</u> Multiple terms relating to chemical and biological agents. -Outlining the actions of chemicaland biological agents on human physiology. -the management and control of chemical and biological agents including work practices and PPE</p>
Feb 2	Chapter 7 Psychosocial Hazards	- Ways to recognize, assess, and manage psychosocial hazards at work. - describe and distinguish among the conceptsof stressor, stress, and strain and its implications. Workplace violence, harassment, and sexualharassment.
Feb 9	Chapter 8 Workplace Violence,Aggression, and Harassment	The risk factors for recognition,assessment, and control of workplace violence. Formulating strategies organizations should take to reduce the incidence of violence,harassment, and sexual harassment in the workplace.
Feb 16 Reading week	Reading Week	Reading Week
Feb 23	Midterm Exam Date/Time TBD	Midterm Exam
Mar 2	Chapter 9/10 Safety Management System	<p>Training - The importance of occupational health and safetytraining from the perspective ofhuman resources professional.</p> <p>- The components of a training program along with the role of aneeds analysis and training program.</p> <p>- Strategies to enhance deliveryof common health and safety training initiatives including safety orientation, first-aid training, and WHMIS/GHS along with newer training initiatives.</p> <p>Motivation & Safety Management System</p> <p>- The importance of safety behavior in the workplace andthe categories of safety behavior.</p> <p>- Apply knowledge of safety leadership and best practices tosolve workplace challenges to motivate safe behaviors and to create a safe work environment.</p>
Mar 9	Chapter 11Emergency Planning	<p>The key elements in emergencypreparedness and the necessity of having emergency and evacuation plans in the workplace.</p> <p>- Emergency plans by applyingprinciples of crisis response, evacuation, and fire prevention.</p>

Mar 16	Chapter 12 Incident investigation	-Analyzing the human, situational, and environmental factors contributing to incidents when completing a walkthrough and incident report. -The intent, steps, and the legal requirements of an incident investigation.
Mar 23	Chapter 3 & 13 Workers Compensation & Disability Management & return to work Individual Assignment Due March 29 11:55pm	<u>Workers Compensation</u> - The goals, methods, and compensation rates of Workers' Compensation Boards- -Strategies to reduce financial impacts. - Challenges associated with compensating for psychological conditions and occupational illnesses. - Calculating workplace injury frequency and severity rates. - The various costs associated with Workers' Compensation claims including medical aid, lost earnings, and loss of functionality <u>Disability Management & return to work</u> The financial and legal motivations for implementing disability management programs and measurement outcomes for evaluation.
Mar 30	Ch 14 Workplace Wellness	Describe the goals of worksite health promotion and family-friendly programs along with the importance of assistance programs, EAPs, and wellness initiatives. -Compare various types of health promotion and family-friendly programs along with the importance of program evaluation. -Identify variables critical to the success of worksite health promotion and family-friendly programs.

Evaluation:**Individual Assignment:** Developing a Occupational Health and Safety Plan: 30%Due: March 29 2026 11:55pm

Please see 'Individual Assignment' on our e-class site.

Midterm Exam: 35% Date TBD Week of Feb 23, 2026

The format will be determined and posted. It is imperative you write the mid-term since there will be no other alternative dates to write a make-up exam.

Final Exam: 35% Date: TBD During the final exam period.

The format will be determined and posted. It is imperative you write the final exam since there will be no other alternative dates.

Sensitive/Offensive Subject Matter

The classroom (both physical and virtual) is intended to provide a safe, open space for the critical and civil exchange of ideas and opinions. Some articles, media and other course materials may contain sensitive content that is offensive and/or disturbing. The Course Instructor will try to identify such material and communicate warnings to students in advance of the distribution and use of such materials, affording students the choice to either emotionally prepare for, or not to view or interact with, content.

STANDARDS OF PERFORMANCE*Examination and Contribution*

Examination results and contributions will determine the student's grade. It is expected that the student will write the midterm and final examinations on the scheduled day and time. In the case of illness (accompanied by a doctor's note) or extenuating circumstances students should notify the instructor immediately. There will be no make-up exams.

All final grades will be reviewed by the School of Human Resource Management. The School reserves the right to modify them in order to maintain high standards.