

February 7, 2024

# Refusal of Unsafe Work in K-12 Public Education Frequently Asked Questions (FAQs)

On August 22, 2022, the Occupational Health and Safety Regulation was amended to introduce a written notice requirement before permitting another worker to do work that has been the subject of a work refusal (Section 3.12.1). WorkSafeBC subsequently updated Guideline [G3.12 Refusal of unsafe work](#) to reflect this amendment. The Regulation and Guideline set out overarching direction and guidance regarding the refusal of unsafe work processes that are applicable to all employment sectors. There are, however, complex and nuanced circumstances unique to the K-12 public education sector, particularly work refusals arising out of interactions with dysregulated students that are not specifically addressed in these documents.

BCPSEA has partnered with the BC Principals' and Vice-Principals' Association, BC Teachers Federation, Canadian Union of Public Employees, School Safety Association of BC, WorkSafeBC, and school districts to prepare a supplementary sector-specific FAQ guide to support efficient refusal of unsafe work processes within our sector.

## Accessing the FAQ

The document, titled *Refusal of Unsafe Work in K-12 Public Education: Frequently Asked Questions (FAQs)*, can be found on BCPSEA's [website](#) in the Occupational Health and Safety section.

## Next Steps

BCPSEA recommends that school districts take the following actions:

- Review and familiarize yourself with the FAQ;
- Communicate and disseminate to staff, as appropriate; and
- Refer to the FAQ as necessary moving forward.

## Additional Resources and Links

- Template Process Form - [Refusal of Unsafe Work Process Form v2.0.](#)
- WorkSafeBC Refusing Unsafe Work - [Section on WorkSafeBC Website.](#)
- WorkSafeBC Regulation - [3.12 Procedure for refusal.](#)
- WorkSafeBC Guideline - [G3.12 Refusal of unsafe work.](#)
- WorkSafeBC Toolbox Meeting Guide - [The right to refuse unsafe work.](#)

## Questions

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