

Ethics and Legal Issues in Occupational Medicine: Some Resources to Consider

To Whom Do I Have Duties?

- Clinical guidance
 - E.g. the Canadian Medical Association's Driver's Guide - <https://joulecma.ca/clinical-tools/CMA-drivers-guide>
 - E.g. Choosing Wisely Canada – Recommendations for Occupational Medicine - <https://choosingwiselycanada.org/occupational-medicine/>
- Professional policies
 - E.g. the College of Physicians and Surgeons of Ontario (CPSO) Policy on Third Party Medical Reports - <https://www.cpso.on.ca/Physicians/Policies-Guidance/Policies/Third-Party-Medical-Reports>
 - E.g. the Canadian Medical Association's Policy on Third-Party Forms - <https://policybase.cma.ca/viewer?file=%2Fmedia%2FPolicyPDF%2FPD17-02.pdf#page=1>
- Guidance from other associations involved in work-related matters
 - E.g. The Canadian Human Rights Commission's Guide for Managing the Return to Work - https://www.chrc-ccdp.gc.ca/sites/default/files/gmrw_ggrt_en_2.pdf

What is Being Asked of Me and Can I Provide It?

- The Information and Privacy Commissioner of Ontario
 - Personal Health Information Protection Act, 2004, S.O. 2004, c.3, Sched A: <https://www.ontario.ca/laws/statute/04p03>
 - A Guide to the Personal Health Information Protection Act: <https://www.ipc.on.ca/wp-content/uploads/Resources/hguide-e.pdf>
 - Circle of Care – Sharing Personal Health Information for Health-Care Purposes: <https://www.ipc.on.ca/wp-content/uploads/resources/circle-of-care.pdf>
- The Ontario Human Rights Commission
 - Policy on Employment-Related Medical Information: <http://www.ohrc.on.ca/en/policy-employment-related-medical-information>

Who Else Might Be Involved In These Issues

- Ontario Ministry of Labour, Immigration, Training and Skills Development - [Ministry of Labour, Immigration, Training and Skills Development | ontario.ca](https://www.ontario.ca/ministry-of-labour-immigration-training-and-skills-development)
- Health and Safety Associations
 - Workplace Safety and Prevention Services - <https://www.wsps.ca/>
 - Public Services Health and Safety Association - <https://www.pshsa.ca/>
 - Workplace Safety North - <https://www.workplacesafetynorth.ca/>
 - Infrastructure Health and Safety Association - <https://www.ihsa.ca/>
 - Occupational Health Clinics for Ontario Workers - <https://www.ohcow.on.ca/>
 - Workers Health and Safety Centre - <https://www.whsc.on.ca/Home>
- Office of the Worker Adviser - <http://www.owa.gov.on.ca>
- Research Organizations
 - Centre for Research Expertise in Occupational Disease - <https://creod.on.ca/>
 - Centre for Research Expertise in Musculoskeletal Disorders - <https://uwaterloo.ca/centre-of-research-expertise-for-the-prevention-of-musculoskeletal-disorders/>
 - Centre for Research Expertise in Occupational Safety and Health - <https://crosh.ca/>
 - Institute for Work and Health - <https://www.iwh.on.ca/>
 - Occupational Cancer Research Centre - <https://www.occupationalcancer.ca/>
 - Epid@Work - [Enhancing the Prevention of Injury & Disability at Work | Lakehead University](https://www.lakeheadu.ca/epid@work)
- Workers' Compensation Boards and Legal Clinics for Workers
 - <https://www.wsib.ca/en>
 - <https://www.cleo.on.ca/en/publications/ontario/specialty-community-legal-clinics>
- Professional Organizations (some examples)
 - Ontario Occupational Health Nurses Association - <https://oohna.on.ca/>
 - Occupational Medicine Specialists of Canada - <https://www.omsoc.org/>
 - Occupational and Environmental Medical Association of Canada - <https://oemac.org/>
- Ontario Human Rights Commission - <https://www.ohrc.on.ca/en>