



PROFESSIONAL SECURITY  
KNOWLEDGE NETWORK

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# PSKN Course Catalogue

2023



[www.pskn.ca](http://www.pskn.ca)



[lee.gauthier@pskn.ca](mailto:lee.gauthier@pskn.ca)



1.888.660.7786



## Basic Security Training

### Basic Security Training (BST) - Alberta

**\$149.00**

A comprehensive training course for individuals seeking to enter the Alberta security industry. It is designed to increase knowledge about the daily duties and responsibilities of a security professional and build the confidence needed to meet the challenges of the workplace. This course is accredited by the Province of Alberta. This price includes the cost of one exam.

### Basic Security Training (BST) – Saskatchewan

**\$200.00**

A comprehensive training course for individuals seeking to enter this industry. It is designed to increase knowledge about the daily duties and responsibilities of a security professional and build the confidence needed to meet the challenges of the workplace. This course is approved by the Province of Saskatchewan as meeting training requirements. This price includes the cost of one exam.

### Basic Security Training (BST) - Manitoba

**\$200.00**

Developed in collaboration with Manitoba's Department of Justice Private Investigators and Security Guards Program, this course is based on the Manitoba Security Guard Training Program Participant's Manual. It provides a comprehensive overview of all the important areas needed to enter this industry and is Registrar approved. This price includes the cost of one exam.

### Basic Security Training (BST) – Ontario

**\$99.00**

A comprehensive training course for individuals seeking to enter this industry. It is designed to increase knowledge about the daily duties and responsibilities of a security professional and build the confidence needed to meet the challenges of the workplace. This course is approved by the Province of Ontario as meeting training requirements.

### Basic Security Training (BST) – Atlantic

**\$150.00**

A comprehensive training course for individuals seeking to enter this industry. It is designed to increase knowledge about the daily duties and responsibilities of a security professional and build the confidence needed to meet the challenges of the workplace.

## Introduction to Private Investigation

### Introduction to Private Investigation (IPI) – British Columbia

**\$600.00**

A comprehensive training course for individuals seeking to obtain the essential knowledge and skills necessary to enter this industry. Content for this course was provided by the Professional Investigators' Association of British Columbia and meets the legislated knowledge-based training requirements to obtain a private security license in the province of BC. This price includes cost of one exam.

### Introduction to Private Investigation (IPI) – Alberta

**\$400.00**

A comprehensive training course for individuals seeking to obtain the essential knowledge and skills necessary to enter this industry. This course meets all legislated knowledge-based learning requirements for individuals seeking a private investigator's security license in the province of Alberta. This price includes the cost of one exam.





## Specialty Training

### **F.I.S. P.E.A.C.E Interviewing**

**\$500.00**

The interview process is an essential part of any information-gathering procedure for any investigation.

Investigative interviewing in the context of any investigation can be defined as being:

“The questioning of victims, witnesses, and suspects (interviewee) to obtain complete, accurate and reliable information to discover the truth about the matter under investigation.”.

In this course, we will examine the elements of investigative interviewing, the knowledge required to adopt the PEACE framework, and the science behind it.

### **Canadian Credible Leadership**

**\$500.00**

Canadian Credible Leadership (CCL) is the only fully online (self-directed), evidence-based, and field-tested Canadian police and public safety leadership program. CCL is applicable to public safety officers, government employees, and investigators at any stage in their career (from hire to retire) recognizing that every employee is a leader.

The vision is to equip all public safety professionals, government employees and investigators, future and current, with the knowledge and skills required to enhance operational efficiency and health, sustain public trust, reduce liabilities and attract and retain the best talent.

### **The Emotionally Intelligent Leader**

**\$200.00**

Developing leadership skills is dependent on self-reflection and individualized learning experiences. This course is comprised of five modules that will get you to dig deep into your leadership purpose, a 360-assessment tool that will help you identify your strengths and areas of growth, and an action plan for frequent experimentation of new behaviours that will support and develop your leadership competencies.

\*Specialty Courses cannot be discounted and are not included in course subscriptions.





## PSKN Courses

### De-Escalation Confrontation Over Masks

**\$35.00**

The COVID-19 pandemic has businesses dealing with a patchwork of mask-wearing policies. For a variety of reasons, some customers refuse to wear masks, resulting in difficult transactions for public-facing workers. This course will prepare you to deal with mask-refusing customers by teaching core principles and strategies to employ during difficult situations.

### Effective Communication

**\$35.00**

The ability to communicate effectively is critical to success in the workplace. At work, the people we communicate with may include managers, colleagues, subordinates, customers, suppliers, and the general public, to name a few. In addition, effective communication improves job performance and enhances our day-to-day contact with others. In this course, you will focus on three components of effective communication: listening well, expressing ourselves through talking, and being assertive.

### Lets Talk About Racism

**\$35.00**

The protests over George Floyd's death sparked protests here in Canada, renewing a focus on anti-Black racism within policing and other Canadian systems and institutions. This course looks at how we begin disrupting the racism that runs deep in Canada. This course focuses on building the awareness of learners about a greater dialogue around systemic racism that plagues our systems and institutions, and how to become involved in that dialogue. The goal is to have learners informatively engage with their peers or organizations about how systemic racism is real, identifiable, and how we can effect change.

### Recognition of Emotionally Disturbed Persons

**\$60.00**

Recognition of Emotionally Disturbed Persons will review the broad categories of EDPs and provide recommended response strategies and approaches to deal with individuals in crisis. It is designed to build first responders' confidence in dealing with EDPs they encounter in the field.

### Security and Ethics

**\$60.00**

Security and Ethics explores the complexities surrounding ethical decisions and dilemmas. Focusing on ways to avoid improper and unethical conduct, this course helps security professionals ensure their behaviour, judgment, and decisions are appropriate in their day to day duties.

### Succeed as a Supervisor (EN/FR)

**\$35.00**

Supervisors require distinct skills that enable them to effectively motivate, coach, and mentor employees while keeping them focused on organizational goals. Developed by VuBiz, this course details the most important elements of effective supervision, with attention to both people and organizational skills. Using a variety of learning tools, this course will help you to make the most of your work group's talents.

### Weapons Offences and Threat Cues

**\$35.00**

The Weapons Offences and Threat Cues course will, in addition to reviewing the legal description of possession and concealment, explore common prohibited weapons, methods of concealment, and various behaviors associated with individuals carrying a concealed weapon. It also explains how to appropriately respond to threat cues and to communicate information to law enforcement.





## CPKN Courses



PSKN, established by the Canadian Police Knowledge Network (CPKN), exclusively offer CPKN's courses to the Canadian Security Industry.

### **2SLGBTQ+ (EN/FR)**

**\$35.00**

In this introductory course, you will be presented with an overview of the history of 2SLGBTQ+ rights in Canada. You will learn terminology and vocabulary connected with 2SLGBTQ+ identities. Content in this course intends to build upon your understanding of diversity, the importance of respect for all people, and how to demonstrate inclusion and respect and dignity for all people no matter their identity.

### **Active Shooter / Armed Awareness Training (EN/FR)**

**\$35.00**

Active shooter events are unpredictable and can happen anywhere. This course will help you to develop a survivor mindset and assess your situation and make a quick decision related to active shooter.

### **Anti-Racism for Workplaces (EN/FR)**

**\$60.00**

Preventing discrimination and harassment based on race is a fundamental to all workplaces. Allegations and incidents of racism in the workplace can: create an unsafe workplace, impair employee morale and wellbeing, and erode public trust.

### **Assessing and Interpreting Dog Behaviour**

**\$35.00**

Every day during the course of their duties, police, first responders, and other frontline public safety workers encounter unknown and potentially aggressive dogs. In these situations, the ability to assess and interpret an animal's behavior and body language will contribute to safe, successful, and humane encounters.

Assessing and Interpreting Dog Behaviours provides knowledge about how to interpret and assess dog behaviours and provides tactics to diffuse potential risks.

### **Autism Spectrum Disorder**

**\$30.00**

This Autism Spectrum Disorder course will outline some of the indicators that a first responder can recognize as indicative to an individual with autism, as well as some strategies and recommendations that may help first responders adapt or modify their approach to better support the individual with ASD in an emergency situation.

### **Building Cyber Awareness**

**\$30.00**

This course offers fundamental knowledge and skills to identify and prevent against today's cyber attacks. The goal is to develop your understanding of threats, exposure points, and ways that you can reduce the risk at every level of your organization. This course emphasizes practices to protect devices and accounts for the protection of information.

### **Cannabis (Marijuana) Legislation: Impact on Workplace Safety**

**\$60.00**

This course serves as an important due diligence resource on workplace safety as it related to the legalization of cannabis for all members of any organization,

### **CannEd – Employers and Employees (CA)**

**\$56.00**

CannEd is designed to provide an understanding of Canadian cannabis laws and an understanding of cannabis in the context of the workplace including accommodation requirements by employers, disclosure requirements by employees, best practices on how to discuss suspected impairment and regulations about drug testing at work in Canada.





**Cannabis (Marijuana) Legislation: Impact on Workplace Safety** **\$35.00**

The *CNIB Emergency Intervenor Services Program* course will help demonstrate how CNIB's Emergency Intervenor Service works and how First Responders can assist someone who is deafblind. In addition to general program information, this course provides awareness videos specifically designed for police, EMS, and hospital personnel as well as a series of sighted guide techniques videos.

**CNIB Emergency Intervenor Services Program** **\$35.00**

The *CNIB Emergency Intervenor Services Program* course will help demonstrate how CNIB's Emergency Intervenor Service works and how First Responders can assist someone who is deafblind. In addition to general program information, this course provides awareness videos specifically designed for police, EMS, and hospital personnel as well as a series of sighted guide techniques videos.

**Coach Officer Training (EN/FR)** **\$60.00**

Coach Officer Training is designed to prepare coach officers to assist their trainees in applying the knowledge and skills acquired during basic training to the reality of policing. This course covers key elements of training, including setting goals, identifying relevant training activities, performance assessment, and remediation strategies, together with essential coaching techniques designed to develop police officer.

**Collaborative Police Action on Intimate Partner Violence (EN/FR)** **\$60.00**

The course will provide shared language and understanding of intimate partner violence that can be used among police agencies and with our community partners. Content for the course is from the National Framework for Collaborative Police Action on Intimate Partner Violence.

**Crime Prevention Through Environmental Design (CPTED)** **\$35.00**

This course is an introduction to Crime Prevention Through Environmental Design (CPTED) and will familiarize you with the concepts, principles and practices of CPTED.

**Crisis Intervention and De-escalation** **\$35.00**

Originally designed for police officers, the Crisis Intervention and De-escalation course will also provide security professionals with crisis intervention and de-escalation (CID) techniques to effectively de-escalate crisis situations, including incidents involving intervention in a mental health crisis. The course will introduce a four-phase CID model and a number of accompanying techniques designed to accomplish this goal.

**Critical Incident Stress Management (EN/FR)** **\$35.00**

Critical Incident Stress Management is an introductory level course that instructs learners on how to recognize the effects of critical incident stress and provides techniques that can be applied to minimize the impact of an event. It explains the potential outcomes of critical incident stress, identifies potential administrative or personnel problems that may be created by critical incident stress reactions, and initiates a discussion of responses to critical incident stress.

**Cultural Awareness and Humility (EN/FR)** **\$60.00**

This course introduces the concept of 'cultural humility' and the fact that learning about different cultures and values can be a life-long undertaking. The immeasurable benefit that comes from valuing other perspectives and ideas is also emphasized. The purpose of this course is to further develop individual competencies and promote positive partnerships.





### **Customer Service in a Police Environment**

**\$35.00**

Customer Service in the Police Environment is designed to help learners identify customers and their needs, to understand why customers complain, and to be able to use this knowledge to communicate effectively. This course will also help learners deal with difficult customers and to provide service in a professional, positive manner.

### **Deception Detection for the Frontline Officer**

**\$35.00**

This course covers various aspects of detecting deception, including body language and how it can differ between cultures as well as genders. This can help you build rapport with various groups and know specifics of deception within these groups.

### **Digital Evidence: Front Line Investigation**

**\$35.00**

Digital Evidence: Front Line Investigation will aid a first responder at a technological and/or electronic crime scene to properly recognize, collect, preserve, transport, and store electronic and technological evidence. This course is a comprehensive, introductory level overview of electronic investigations.

### **Drug Identification (EN/FR)**

**\$60.00**

Drug Identification provides knowledge and skills to identify eleven common, illegally used street drugs, including fentanyl, PCP, and Ecstasy, that monopolize the drug scene in communities across Canada. In addition to reviewing appearance, street names, and paraphernalia related to these drugs, this course explores the psychological and physiological effects of these drugs on users.

### **Eliminating Workplace Sexual Harassment (EN/FR)**

**\$60.00**

Preventing sexual harassment is fundamental to all workplaces. Allegations and incidents of harassment in the workplace can: create an unsafe workplace, impair employee morale and wellbeing, and erode public trust.

### **Epilepsy and Seizure Response Training for Police Officers**

**\$35.00**

When most people think of epilepsy or seizures, they think of someone falling to the ground and shaking. That is one of many types of seizures. Some seizures can be mistaken for day dreaming, intoxication, or belligerence. This course is designed to help to identify different types of seizures and how to respond appropriately to de-escalate a situation.

### **Guide Dog Handler Rights**

**FREE**

Guide dogs, for people who are blind or partially sighted, are permitted by law wherever the general public are permitted. However, every day people are denied access to restaurants, taxis, hotels, etc. because they are accompanied by a guide dog. This short video clarifies the laws that protect guide dog handlers including some laws that give police the right to investigate the access denial and lay charges.





### **Honour Based Violence & Forced Marriage**

**\$35.00**

This course will provide an introductory understanding of the issues surrounding honour based violence and forced marriage and improve awareness of investigational considerations. It is designed to help officers proactively identify family violence crimes that may be based on honour and cultural values and to reduce the victimization of innocent individuals.

### **Indigenous Awareness (EN/FR)**

**FREE**

Indigenous Peoples consist of various peoples, communities and nations that embody diverse cultural practices, social institutions, and histories. This series is an opportunity to challenge the lens through which you view Canada, your role within the public safety sector, and the way that you interact with different Indigenous groups.

### **Infectious Disease and Pandemic Preparedness (EN/FR)**

**\$35.00**

This Infectious Disease and Pandemic Preparedness online course is designed to give you an overall awareness and understanding of respiratory viruses, infectious disease, and pandemic preparedness. In addition to reviewing the causes, methods of transmission, and impacts of infectious disease, this course will describe personal preparedness measures to help minimize the spread of infectious disease.

### **Interviewing Suspects** *\*pending content provider permission*

**\$60.00**

In many cases, the successful outcome of your investigation may depend on the success or failure of the interview with your suspect. Therefore, developing your knowledge and skills to interview suspects is very important. This module will provide you with a process that you can employ when interviewing suspects. By properly applying this process, you will be more successful in obtaining critical information from the suspects you interview.

### **Interviewing Victims and Witnesses** *\*pending content provider permission*

**\$100.00**

The acquisition of detailed and accurate information from victims and witnesses is crucial to the successful resolution of any criminal investigation. This course is designed to provide you with the skills to employ a structured interview process when interviewing victims and witnesses.

### **Introduction to Criminal Intelligence (EN/FR)**

**\$60.00**

Introduction to Criminal Intelligence focuses on each element of the intelligence process and how those elements contribute to the development of criminal intelligence. This course will examine how criminal intelligence is produced and will enable learners to identify the role they play in the process within their own agency and in the broader intelligence community in Canada.

### **Introduction to Production Orders**

**\$60.00**

Accessing bank information is critical to most financial crime investigations. Investigators rely on banking information to identify assets and trace the flow of funds. Lawfully obtaining banking information is critical in assisting the Crown in securing a conviction and presents many legal and practical challenges to the investigator. The purpose of Introduction to Production Orders is to assist investigators in navigating these often confusing and contradictory issues and to provide a very general overview of evidence gathering tools to obtain records most commonly sought in Financial Crime investigations.







### **Investigating Serious Injuries and Fatalities in the Workplace (EN/FR)**

**\$35.00**

As a result of the Westray mining disaster that killed 26 workers in 1992, the Criminal Code was amended in 2004, updating the rules for imposing criminal liability on corporations and clarifying the duties of employers to ensure a safe workplace. This course identifies the critical importance for police to investigate serious injuries and fatalities in the workplace in the same manner that we investigate any other potential crime scene to determine if criminality is present.

### **Items of Religious Significance – Hindu Religion (EN/FR)**

**\$35.00**

Items of Religious Significance: Hindu Religion will enhance officer awareness about the Hindu religion and the items associated with that faith. In addition to reviewing articles of faith, this course will address Hindu religious festivals, places of worship, the status of women, and the protocols that officers should observe to ensure that police officers are able to deal with members of the Hindu community appropriately and with respect.

### **Items of Religious Significance: Religion of Islam (EN/FR)**

**\$35.00**

Items of Religious Significance: Religion of Islam will enhance officer awareness about the Islamic faith and the various practices, places, and items of significance associated with that faith. In addition to reviewing the significance of articles such as clothing, head coverings, prayer rugs and prayer beads and how they should be handled when encountered, this course explores gender issues, sacred spaces and considers specific issues such as supporting victims of sexual violence.

### **Items of Religious Significance: Sikh Religion (EN/FR)**

**\$35.00**

Items of Religious Significance: Sikh Religion will enhance officer awareness about the Sikh religion and the items associated with that faith. In addition to reviewing the five K's (the Kesh, Kanga, Kara, Kachera, and the Kirpan) and how each of those items should be handled when encountered, this course will explore the role of women in the Sikh faith and the protocols that should be observed when entering a place of worship.

### **Managing Unconscious Bias**

**\$35.00**

We all have unconscious biases, as they help us to make decisions and identify patterns around us. Unconscious bias is a result of our tendency to categorize information that we encounter in the world, it is also based on our experiences and environment. In this course, you will learn about types of unconscious bias, how unconscious bias can impact others, and strategies and techniques that you can use to recognize and prevent unconscious bias.

### **Mental Health Self-Awareness for First Responders (EN/FR)**

**\$35.00**

The Mental Health Self-awareness for First Responders course will help you to recognize someone who may be at risk of suicide and direct them to appropriate resources, to minimize your own risks, and to support yourself and those around you in a career that involves increased exposure to demanding situations.





### **Military Veterans Wellness Program**

**FREE**

The MVWP has been developed in partnership with the Ontario Provincial Police (OPP), Toronto Police Military Veterans Association (TPMVA), Royal Canadian Legion (RCL), Veterans Affairs Canada (VAC), and the Operational Stress Injury Social Support (OSISS) program - administered by the Canadian Armed Forces. There are many factors that contribute to a military Veteran being in need of assistance, however, the three most common factors are: financial instability, lack of social support, and health concerns. These factors can result in homelessness and/or active suicidal ideation. There are approximately 3000 - 5000 unhoused Veterans across Canada and Veterans die by suicide at approximately twice the rate of the general public.

### **Naloxone Nasal Spray Administration (EN/FR)**

**FREE**

Naloxone Nasal Spray Administration will help frontline personnel understand how to respond to individuals suffering from an apparent opioid overdose following exposure and how to properly administer the naloxone nasal spray. This course describes the symptoms and signs of opioid exposure, how to respond, the steps required prior to administering naloxone (i.e. the need to perform CPR, the personal protective equipment required, etc.), how to appropriately administer the naloxone, and the side effects and mitigation strategies.

### **Note Taking (EN/FR) *\*pending content provider permission***

**\$35.00**

Note Taking reviews the legal expectations with regard to note taking and describes how a systematic approach to note taking will ensure the completeness and integrity of an officer's notebook. It also provides guidelines for effective note taking, including preparation at the beginning of a shift, preparing to give testimony, and techniques to improve note taking.

### **Organized Retail Crime**

**\$35.00**

Organized retail crime (ORC) is an issue that affects business, the public and law enforcement in a variety of ways. In an effort to create consistent messaging for internal and external partners, the Organized Retail Crime Team has developed an eLearning course for front line officers and support services to police.

### **Personal Protection Strategy for Infection Prevention and Control (EN/FR)**

**\$35.00**

Personal Protection Strategy for Infection Prevention and Control is designed to familiarize police officers with the use of the PPS as a means to reduce the risk of contracting an infectious disease. In addition to reviewing the risks associated with infectious disease, this course examines the key principles of PPS and how to apply those principles to prevent the spread of infectious disease.

### **Police Service Excellence**

**\$35.00**

Good policing requires the public's confidence. This confidence must be earned day-by-day by each and every police officer. A trusting relationship between the public and the police must be based on professionalism and respect. Police Service Excellence course was developed at the request of police chiefs and in co-operation with OTEC, Canada's foremost service-excellence training expert.

### **Preventing Officer-involved Collisions**

**\$35.00**

Preventing Officer-involved Collisions (for Police) is designed to engage frontline officers in a new level of awareness. Focusing on risk management techniques, human factors, managing distractions, and improving self-awareness, this course will help officers improve their ability to make good decisions while driving.





### **Professionalism and Ethics in Policing**

**\$35.00**

Professionalism and Ethics in Policing is designed to instruct students what can and should be done when facing ethical dilemmas. The values taught by this course are values espoused by every police leader in Canada and police services will look for these qualities in their officers.

### **Reflection on Truth and Reconciliation**

**FREE**

CPKN's annual conference, Stanhope 2021: Hope for the future, took place on September 30th - the first National Day for Truth and Reconciliation. CPKN was honored to have Kevin Lamoureux, a faculty member at the University of Winnipeg and well-known speaker, join us as the keynote speaker. During this recorded webinar, Lamoureux reflected on the meaning of truth and reconciliation, the courage of residential school survivors, the calls to action to foster peace and harmony, and our collective opportunity to create a better Canada for everyone. CPKN is excited to share Kevin Lamoureux recorded session with the police and public safety community.

### **Report Writing (EN/FR) *\*pending content provider permission***

**\$35.00**

Report Writing instructs on how to communicate information in a logical, concise, and accurate manner. In addition to exploring the importance of reports in investigative and judicial processes, it also examines strategies to improve the quality of writing skills, including grammar and report structure.

### **Risk Effective Decision Making *\*pending content provider permission***

**\$35.00**

By exploring current case law that addresses the expectations and liability faced by investigators and reviewing accepted decision making practices, the Risk Effective Decision Making course helps learners understand of the nature of investigative risk and to apply a standardized model for making and defending risk effective investigative decisions.

### **Scenario Based Mental Health & De-escalation Training**

**\$60.00**

Police and protective service officers often find themselves in situations where they are responding to an individual who is, or appears to be, mentally ill. These interactions often lack understanding between both parties, making it more challenging to produce positive outcomes. This course engages learners at critical decision points to demonstrate how responses and behaviours can defuse an interaction, improve a subject's cooperation, and decrease the need for force.

### **Terrorism Event Pre-Incident Indicators (EN/FR)**

**\$35.00**

The Terrorism Event Pre-Incident Indicators course builds upon the experience of trained security and law enforcement professionals to increase overall situational awareness. By describing possible terrorist event pre-incident indicators and identified attack methods, learners will be better able to recognize and respond to a possible terrorist event in the making, thus increasing the chances of preventing a future terrorist attack in Canada.





### **The Authentic Leader**

**\$60.00**

This course is designed to support emerging leaders in assessing their leadership readiness and provide them with the tools to develop a leadership style that is true to their vision of an authentic leader.

### **The Illicit Trade of Counterfeit and Pirated Goods**

**FREE**

The Canadian Anti-Counterfeiting Network (CACN) is a coalition of safety ambassadors that have united in the fight against product counterfeiting, fraud, and copyright piracy in Canada. CACN has developed an online training module, designed to educate police officers, crown attorneys, and customs officers on counterfeit and piracy-related crimes—and the critical role they play in preventing the illicit trade of counterfeit and pirated goods to protect Canadians.

### **Using a Trauma-Informed Approach**

**\$60.00**

The Using a Trauma-Informed Approach course will introduce the concept of trauma, the different range of reactions to trauma, and conducting investigations using a trauma-informed approach. We will examine trauma, its impacts, and the potential challenges you may face when interacting with victims of trauma.

### **Victim Rights in Canada**

**\$35.00**

Specifically designed for Canadian Police and other appropriate public safety personnel, the Victim Rights in Canada course will educate frontline officers about the Canadian Victims Bill of Rights and will inform on the rights of victims of crime while an offence is being investigated. It will also provide information on how frontline officers can support victims of crime.

### **Water Safety for First Responders**

**\$35.00**

Water Safety for First Responders is designed to provide first responders with the necessary skills and knowledge to conduct a safe water rescue. In addition to reviewing the various types of rescue and safety equipment, this course provides information on how to assess a water-related emergency and determine an appropriate plan of action. It also specifically addresses cold water issues and considerations for missing person and suicide investigations.

### **WHMIS 2015**

**\$35.00**

WHMIS 2015 provides the essential information, including the GHS, needed for a comprehensive workplace Occupational Health and Safety program for workers in low risk occupations. This course also addresses OH&S policies and procedures, including the responsibilities of employers and workers engaged in a Joint Health and Safety Committee.

