Wellington Catholic District School Board

BOARD REGULATION

SECTION:	**Human Resources General**	**APPROVAL DATE:** **October 7, 1991**
SUBSECTION:	**Staff Health and Safety**	
POLICY NAME:	**Health and Safety**	**LAST REVISED:** **April 6, 1999**
POLICY NUMBER:	**R.HRG.C.2**	

The Wellington Catholic District School Board is committed to providing a safe, respectful and healthy workplace and learning environment for its employees, students and visitors. The Board is committed to preventing occupational illness and injury in the workplace, continually improving health and safety practices and performance and believes that all tasks can be accomplished in a safe manner and in compliance with relevant health and safety legislation, codes, standards and practices.

The Board will take every reasonable precaution to protect the health and safety of workers, students, volunteers, visitors and those performing contracted work on the Board's behalf. This shall be accomplished by ensuring that equipment, materials and protective equipment are maintained in good condition and by providing information, instruction and supervision to protect health and safety.

The Occupational Health and Safety Policy is also aligned with and supports the expectations of the Board's equity and human rights policies, and the Safe Schools Policy to provide an environment free of negative factors including workplace violence and harassment.

Managers and supervisors, whether academic or administrative, will take responsibility and accountability for the health and safety of those individuals under their direction and those workplaces under their charge. They will advise their employees of the existence of potential or actual workplace hazards, and will ensure that they work safely and in accordance with all relevant workplace health and safety legislation, codes, standards and practices, as well as Board policies and procedures. They will take every precaution reasonable in the circumstances for the protection of their employees.

The Board recognizes that the establishment and maintenance of a Joint Health and Safety Committee plays an integral role in the realization of the goal to eliminate occupational illness and injuries. The Wellington Catholic District School Board maintains one Joint Health and Safety Committee (JHSC) under a multi-site agreement with the Ontario Ministry of Labour. The JHSC has the responsibilities under the OH&S Act which are detailed in their Terms of Reference.

The Board recognizes and endorses the Internal Responsibility System philosophy whereby all workplace parties participate in managing environmental, health and safety issues. Employees will work safely and in compliance with the Occupational Health and Safety Act and its regulations, codes, standards and practices, as well as the Board policies and procedures. Employees will report all unsafe and unhealthy conditions and practices in the workplace to their immediate supervisor so that they may be promptly remedied.

Contractors, tenants and visitors on Board property will comply with all relevant legislation, codes, standards and practices, as well as Board policies and procedures.

All members of the Board community are expected to demonstrate their commitment towards a safe and healthy work environment by acting in compliance with this Policy.

Don Drone
Director of Education and Secretary

Date