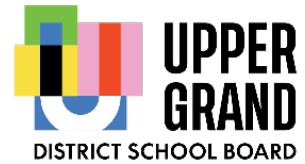


Health and Safety Policy 406



Category:	Human Resources
Administered by:	Superintendent of People, Leadership and Culture
First adopted:	May 1998
Revision History:	Nov 2000, Mar 2012, Feb 2014, May 2015, June 2016, June 2017, Sept 2018, Oct 2019, June 2020, May 2021, Mar 2022 April 2023, May 2024
Next Review:	Annually

1. Policy Statement

The Upper Grand District School Board is committed to providing a safe, respectful and healthy workplace and learning environment for all employees, students, volunteers, visitors, and contractors. The board is committed to preventing occupational illness and injury in the workplace, continually improving health and safety practices and performance in compliance with the [Occupational Health and Safety Act](#), relevant codes, standards and practices.

The board will take every reasonable precaution to protect the health and safety of employees, students, volunteers, visitors, and contractors. This shall be accomplished by developing, documenting, and implementing safety policies and procedures that include ensuring equipment, materials, and protective equipment are maintained in good condition, and providing information, instruction, and supervision to protect health and safety. Employees shall report any hazards, unsafe conditions, practices, and behaviour to their supervisor.

The board recognizes and endorses the Internal Responsibility System whereby all workplace parties participate in building a robust safety program. Employees who direct work are responsible for ensuring that safe work procedures and training are implemented and followed. They are also responsible to ensure that hazards, unsafe conditions, practices, and behaviours that are reported to them are addressed in a timely manner.

The board maintains one Joint Health and Safety Committee (JHSC) under a multi-site agreement with the Ministry of Labour. The JHSC has responsibilities under the [Occupational Health and Safety Act](#), which are detailed in the JHSC Terms of Reference.

All members of the board community are expected to demonstrate their commitment towards a safe and healthy workplace and learning environment by acting in compliance with this policy.

Original signed by:

Peter Sovran
Director of Education

May 14, 2024