

Element#: HSES-1 Policy	Document #:HSES-1.1 Health and Safety Policy
Reviewed By: Health and Safety Committee	Review Date: Annually
Approved by: President and CEO	Date:Nov 2025

Health and Safety Policy Statement

Canadore College is committed to providing a superior working environment designed to promote worker and student success through sound policies and procedures that will enable the College to meet its vision of becoming the College of choice for connecting people, education and employment through leadership and innovation. Canadore College recognizes that the health and safety of workers, students, and visitors is an ongoing priority in order to achieve this vision. This policy applies to all Canadore College work sites.

Canadore's management team will ensure that every reasonable precaution is taken to protect workers, students, and visitors from injury or occupational illness by establishing and/or maintaining appropriate policies, procedures, and processes. As the Employer, the College is responsible for ensuring that the workplace health and safety program meets or exceeds legislated health and safety requirements.

Managers/Supervisors are committed to ensuring that safe and healthy working conditions are maintained, that machinery and equipment are safe, and workers work in compliance with established safe work practices and procedures. Workers shall receive adequate training in their specific work tasks to protect their health and safety.

It is in the best interest of all parties to consider health and safety in every activity as a priority. A shared commitment to health and safety must form an integral part of the Canadore organization at all times. Every worker must protect their own health and safety by working in compliance with safe work practices and procedures established by Canadore College, the *Ontario Occupational Health and Safety Act (OHSA)*, *Workplace Safety and Insurance Act* and all relevant legislation. It is the worker's responsibility to work safely, understand and mitigate risks associated with the work they perform, and report all at-risk conditions. This Internal Responsibility is a cornerstone of how the Canadore Health & Safety Program is established and functions.

Canadore College will make every reasonable effort to provide suitable return to work opportunities for every employee who is unable to perform their regular duties following an illness or injury regardless of whether the injury occurs at work or elsewhere.

Students and visitors shall comply with all Canadore College policies and procedures regarding health and safety. Contractors, sub-contractors, and their workers have a responsibility to meet or exceed the College's Health and Safety Program requirements.

Canadore College also recognizes the potential for violence and harassment in the workplace and will therefore make every reasonable effort to identify all potential sources of such risk to eliminate them through its workplace violence and harassment prevention program. The College will not tolerate any type of violence or harassment within the workplace or during work-related activities and is committed to allotting whatever time, attention, authority, and resources necessary to ensure a safe and healthy working environment for all employees and clients. Canadore College will take every reasonable precaution to protect an employee from physical injury if the risk of domestic violence is known.

Approved:



George Burton
President and CEO

Date