

Element#: HSES-1 Policy	Document #:HSES-1.1 Health and Safety Policy
Reviewed By: Health & Safety Committee	Review Date: 12/15/21
Approved by: President & CEO	Date: Dec 15 2021

Health & 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 on becoming the College of choice for connecting people, education and employment through leadership and innovation. Canadore College realizes 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 Senior 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, we are responsible for ensuring that our 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 and 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 his/her 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 to 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 his/her regular duties following an illness or injury regardless if 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 or minimize them through our workplace violence and harassment prevention program. We will not tolerate any type of violence or harassment within the workplace or during work-related activities and are committed to allotting whatever time, attention, authority and resources necessary to ensure a safe and healthy working environment for all employees and clients to whom we provide care. Canadore College will take every reasonable precaution to protect an employee from physical injury if we become aware, or believe that domestic violence is a risk.

Approved by President & CEO: 	Date: <u>December 15, 2021</u>
--	--------------------------------