POLICY:	OCCUPATIONAL HEALTH AND SAFETY			#	1008
SECTION:	1000 :	SAFETY	Page	1 of	2
APPROVAL/REVISION DATE:	January 20, 2026	EFFECTIVE DATE:	January 21, 2026	REVIEW DATE:	January 20, 2027
CROSS REFERENCE:	*Occupation Health and Safety Act, R.S.O. 1990, c.01* Workplace Safety and Insurance Act, SO1997, c16, Schedule A *Occupational Health and Safety Program: Procedures and Guidelines*				

A: POLICY

1. The Board recognizes and accepts the responsibilities placed upon it by the Occupational Health and Safety Act and Regulations. The Board acknowledges that Joint Occupational Health and Safety Committees play an integral role in realizing the Board's goal for health and safety.

2. The Board shall ensure that every reasonable precaution is taken to provide a safe and healthy work environment.

3. The Board shall ensure that an Occupational Health and Safety Program is provided, maintained and revised annually.

4. The Board expects from all managerial and supervisory staff full commitment and participation in the Occupational Health and Safety Program.

5. The Board expects from every employee full commitment and participation in the Occupational Health and Safety Program.

B: RESPONSIBILITIES

2. To achieve the goal of an injury free environment:

   2.1 The Chief Executive Officer shall ensure that an Occupational Health and Safety Program is maintained, communicated and implemented in accordance with the provisions of the applicable legislation and regulations.

   2.2 Senior Team shall model and promote efforts that lead to a safe and healthy environment. Supervisory officers, principals, managers, and all other supervisory staff are accountable for implementing applicable Board safety programs, for complying with the Ontario Occupational Health and Safety Act, and for ensuring that workplaces under their direct control are kept in a healthy and safe condition.

   2.3 Employees shall actively participate in meeting the Board's commitment to health and safety through cooperation and shared responsibility as required by the Ontario Occupational Health and Safety Act and through participation in the safety programs of the Board. Employees are responsible for their own health and safety and for the health and safety of

others. They shall adhere to safe work practices and shall report to their supervisor any unsafe or unhealthy conditions or practices.

2.4 Every supervisor who has charge of a workplace or workers shall be familiar with the Board's Occupational Health and Safety Program: Procedures and Guidelines and shall maintain and implement the program in the workplace.

2.5 The Chief Executive Officer shall ensure that all necessary programs and measures are instituted and maintained, as required by Provincial legislation and regulation related to health and safety, including the following:

2.5.1 Training to ensure that staff is competent to perform their tasks.

2.5.2 Communications to disseminate new developments in health and safety and disease prevention.

2.5.3 A reporting system whereby injury trends can be recognized and analyzed for preventive measures.

2.5.4 An inventory of chemicals and other hazardous materials that exist in Board buildings.

2.5.5 The establishment of Joint Occupational Health and Safety Committees to ensure that health and safety issues are addressed at each worksite.