

Title: **HEALTH AND SAFETY**

Adopted: March 2012

Reviewed: April 2014

Revised: October 2023

Authority: Ontario Occupational Health and Safety Act

Related: Policy 3006 – Safe Schools

Policy 3007 – Risk of Injury

Policy 4014 – Respectful Workplace

Policy 4004 – Violence in the Workplace

Policy 4003 – Workplace Harassment

**POLICY**

It is the policy of the Kidsability School Authority that that every reasonable effort be made to provide a safe, healthy work environment.

**GUIDING PRINCIPLES**

1. The KidsAbility School Authority, recognizes that all employees of the Authority must adhere to the responsibilities and requirements placed upon it through the Occupational Health and Safety Act and Regulations and with the safe work practices and procedures established by the KidsAbility School Authority.
2. The Authority will endeavour to provide a respectful, safe and secure working environment for its employees free of violence, threats of violence, harassment, intimidation, bullying and other disruptive behaviour.

1. The protection of workers and volunteers from injury or occupational disease is a major continuing objective.
2. All supervisors and workers must be dedicated to the continuing objective of reducing risk of injury and working in a safe manner.
3. The Authority will provide appropriate consideration to employee health and safety in all of the Authority’s organizational activities.

**PROOCEDURES**

1. The Authority will endeavour to ensure that the appropriate employees are aware of their responsibilities under the Occupational Health and Safety Act and regulations made there under in the performance of their required duties for the Authority.
2. The Authority will implement health and safety training programs as appropriate and ensure their effectiveness through evaluation.
3. All employees must report unsafe conditions and comply with all other applicable legislated health and safety requirements.
4. All employees must take every reasonable precaution to prevent personal injury and take appropriate measures to provide and maintain a safe, healthy work environment for all employees.
5. Supervisors are responsible for ensuring that equipment is safe and that workers comply with established safe work practices and procedures.
6. Employees shall receive adequate orientation/training in their specific work tasks to protect their own health and safety.
7. This policy shall be reviewed at least annually and any programs deemed necessary to implement the policy must be developed or maintained.

**RESOURCE**

[**Ontario Occupational Health and Safety Act**](https://www.ontario.ca/laws/statute/90o01)