

Policy on Occupational Health and Safety

Office of Administration :	Executive Director, Human Resources and Organizational Development
Approval Authority:	President and Vice-Chancellor
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1. Purpose

1.1 This policy is intended to:

- 1.1.1 Create and foster a work environment free from personal injury and illness;
- 1.1.2 Establish the responsibilities of the workplace parties to maintain a healthy and safe work environment, and to prevent occupational injuries and illnesses;
- 1.1.3 Meet or exceed the requirements of the Ontario Occupational Health and Safety Act and Regulations, and other relevant legislation.

2. Scope

- 2.1 This policy applies to all University employees.
- 2.2 Laurentian University (“the employer”) and all employees are jointly responsible for the compliance and enforcement of health and safety policies and regulations, and to take appropriate steps to prevent accidents, occupational illnesses, injuries, or adverse effects upon the natural environment.
- 2.3 The employer is ultimately responsible, through its Board of Governors, for the provision of a safe working environment, as well as for the health and safety of its employees, and is committed to the provision of funds sufficient for the supply of human and material resources as may be necessary to carry out these responsibilities.

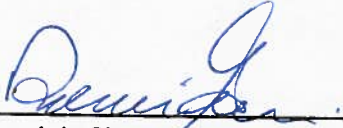
- 2.4 Deans, chairs, research supervisors, non-academic managers, and supervisors are responsible for the safety of employees, students, and visitors who work and study within their areas of jurisdiction, and for compliance with statutory and university requirements.
- 2.5 Employees have a duty to protect their own health and safety by working in compliance with the law, as well as with safe work practices and procedures established by the university, and to report hazards and violations to supervisory staff for correction.
- 2.6 Contractors and sub-contractors undertaking to perform work for Laurentian University must comply with workplace health and safety statutes and meet or exceed the University's health and safety program requirements.

3. Principles

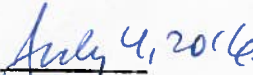
- 3.1 Employers, supervisors, owners and constructors, among others, have an obligation to know and comply with the Act and Regulations that apply to their workplaces.
- 3.2 Disciplinary or other action may be necessary in instances where work practices or other activities are in contravention of, or not in accordance with, the University's Policy on Occupational Health and Safety, the Occupational Health and Safety Act and Regulations, or other relevant legislation.
- 3.3 Related policies, procedures, legislation and other documents include:
 - 3.3.1 Ontario Occupational Health and Safety Act and Regulations
 - 3.3.2 Workplace Safety and Insurance Act and Regulations
 - 3.3.3 Laurentian University Health and Safety Policies and Procedures

4. Policy Statement

- 4.1 Laurentian University recognizes the value of every member of the campus community and is vitally interested in the health and safety of all persons working, studying, residing, or visiting on or within its premises, wherever situated.
- 4.2 It is the policy of Laurentian University to provide and maintain a safe and healthy work environment for all employees, students and visitors, and to protect them from injury or occupational disease through the enforcement of legislative requirements as contained in the Ontario Occupational Health and Safety Act and Regulations, and other statutes, plus all policies or instructions as may be issued by the University.



Dominic Giroux
President and Vice-Chancellor



Date