

OCCUPATIONAL HEALTH AND SAFETY

POLICY

The Rainy River District School Board will provide a safe and healthy workplace by taking all reasonable precautions to prevent workplace injuries, accidents, and illnesses.

RATIONALE

A healthy and safe workplace environment supports all workers to reach their maximum potential.

IMPLEMENTATION

As per the *Occupational Health and Safety Act* and Regulations, and policy guidelines.

GUIDELINES

- 1.1 All workers must comply with the *Occupational Health and Safety Act* and Regulations.
- 1.2 The Joint Health and Safety Committee (JHSC), as an advisory body, will work to:
 - raise awareness of health and safety issues in the workplace,
 - recognize and identify workplace risks, and
 - develop recommendations for the employer to address or mitigate these risks.

The Committee will hold regular meetings, conduct regular workplace inspections, and make written recommendations to the employer for the improvement of the health and safety of workers as per the JHSC Terms of Reference.

- 1.3 Supervisors are accountable for the health and safety of workers under their supervision ensuring that:
 - work environments, machinery, and equipment are safe,
 - workers are in compliance with established safe work practices and procedures, and
 - workers receive adequate training in their specific work tasks.
- 1.4 Each worker is responsible for their own health and safety, as well as the health and safety of others, by working:
 - in compliance with the law, and
 - with safe work practices and procedures established by the Board.

Each worker shall report to their supervisor any unsafe work practices or conditions.

- 1.5 As per the *Occupational Health and Safety Act* and Regulations, this policy shall be reviewed on an annual basis.

Definitions:

Worker – for the purposes of this policy, worker shall include all parties employed by, or contracted by the Board, as well as third-party employees, cooperative education students training within the RRDSB, and volunteers.

CROSS-REFERENCE	LEGAL/MINISTRY OF EDUCATION REFERENCE
<p>Policies:</p> <ul style="list-style-type: none"> ▪ 3.02 Progressive Discipline for Employees ▪ 7.75 Workplace Harassment and Violence Prevention ▪ 5.70 Cooperative Education <p>Procedures:</p> <ul style="list-style-type: none"> ▪ 3.02 Progressive Discipline for Employees <p>Other:</p> <ul style="list-style-type: none"> ▪ RRDSB Joint Health and Safety Committee Terms of Reference 	<ul style="list-style-type: none"> ▪ <i>Education Act, Regulation 298</i> ▪ <i>Occupational Health & Safety Act</i> ▪ <i>Workplace Safety & Insurance Act</i>