

**BOARD POLICY**

Adopted	February 2023 (M23-0036)
Revised	
Review Date	4 years

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**HEALTH AND SAFETY**

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**POLICY STATEMENT**

The Halton District School Board (“the HDSB”) is committed to providing and maintaining safe and healthy environments conducive to learning and working for all. The HDSB believes a commitment to physical and psychological health and safety must form an integral part of its culture and operations, and it is incumbent on all employees and all levels of management to consider health and safety in every activity.

**DEFINITIONS****Internal Health and Safety Management System**

The “health and safety management system”, as defined in the Occupational Health and Safety Act, is “a coordinated system of procedures, processes and other measures that is designed to be implemented by employers in order to promote continuous improvement in occupational health and safety”<sup>1</sup>.

**PRINCIPLES**

- The HDSB recognizes the importance of promoting individual and organizational health and safety.
- A safe and healthy culture is a collective responsibility, created and shared between all workplace parties and anchored in employees participating in the internal health and safety management system.
- This policy affirms the HDSB’s commitment to protecting the physical and psychological health and safety of all members of the community, and to developing and implementing programs, measures and initiatives that foster, promote and maintain working and learning spaces that are safe and healthy.
- This policy affirms the HDSB’s ongoing partnership and cooperation with local and provincial public health authorities, and other agencies in promoting and maintaining safe and healthy learning and working environments.
- This policy applies to all employees, volunteers, visitors and trustees.

**Related Legislation**

*Occupational Health and Safety Act*

*Ontario Human Rights Code*

*Workplace Safety and Insurance Act*

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<sup>1</sup> Occupational Health and Safety Act, R.S.O. 1990, c. O.1

**Related Board Policies and Procedures**

***Board Policies:*** *Employment Equity; Respectful Workplace;*

***Administrative Procedures:***

*Human Resources: Appropriate Employee Footwear; Attendance Management and Support; Bodily Fluids; Disability Management and Support; Disconnecting from Work; Health and Safety Committee; Hep B; HIV; Occupational Health and Safety; Provision of First Aid; Respectful Workplace Free of Discrimination and Harassment; Substance Abuse Prevention and Intervention; Respiratory Protection; Safe Driving; Violence Prevention in the Workplace; Working Alone; Working From Home*

***Resource Support***

*Superintendent of Human Resources*