

POLICY 3.1 – Health and Safety Policy

Policy Category: Personnel - All

Effective Date: November 26, 2009

Supersedes: February 15, 2007

POLICY

- 1.00 The University has an ethical as well as a legal responsibility to provide a safe environment in which to study and to work. In addition, the University strives to foster the development of a safety consciousness in all members of the University community for the purpose of minimizing the risk of injury to persons or the damage to property or facilities. As safety standards change the University is committed to keeping abreast of these changes, to communicating these standards within the campus, and to ensuring compliance on an ongoing basis.
- 2.00 The University will comply with all applicable Federal, Provincial and Municipal legislation with respect to health and safety. Legislated standards in health and safety are accepted by the University as minimum standards, and the University reserves the right to establish and enforce more stringent standards as may be considered appropriate, such policies being considered as binding upon all students, staff and faculty.
- 3.00 Deans, department heads, supervisors and any persons responsible for directing the work of

8.00 The membership of the University Health and Safety Committee shall be:

8.01 Voting Members

Vice-President (Operations & Finance), who shall be Chair
Vice-President (Research) or designate
Vice-Provost (Academic Planning, Policy & Faculty)
Associate Vice-President (Human Resources)
Associate Vice-President (Finance & Facilities)
Associate Vice President (Housing & Ancillary Services)

Two deans, Associate Deans or Dean's designate, at least one of whom must be from Engineering, Medicine & Dentistry, or Science, to be appointed by the Provost for three-year terms (renewable).

8.02 Non-Voting Members

Director, Employee & Advancement Communications
Chairs, Subcommittees of the University Health and Safety Committee

8.03 Resource Persons

Manager, Fire Safety and Emergency Management
Director, Human Resources (Occupational Health and Safety), who shall be
Secretary to the Committee

9.00 The terms of reference of the University Health and Safety Committee shall be:

- (a) To review health and safety-related policies, practices and programs on a regular basis, including all regulations and guidelines legislated by external agencies, and to make recommendations to the President as appropriate.
- (b) To review actions by its subcommittees, and to recommend to the President the appropriate method for hearing appeals of those decisions.
- (c) To review and revise the health and safety subcommittee structure as required.

9.01 The University Health and Safety Committee may recommend the establishment of either permanent or temporary subcommittees as appropriate, or as required by legislation. The University Health and Safety Committee may also recommend the dissolution of such subcommittees, subject to the requirements of legislation. Such subcommittees may include, but are not limited to, subcommittees dealing with such specialty subjects as Radiation Safety, Biosafety, Fire Safety and Laboratory Safety.

9.02 Actions and/or policies recommended by subcommittees will be referred to the University Health and Safety Committee for review and approval, with the exception of actions and/or policies recommended by those subcommittees having legislated authority to act within the area of their jurisdiction. In those cases the University Health and Safety Committee will serve as a facilitating and coordinating body rather than as an approval body. Examples of such subcommittees include any Occupational Health and Safety Committees which are established as joint health and safety committees under the Occupational Health and Safety Act, and the Radiation Safety Committee as established under the Nuclear Safety and Control Act.

