

HEALTH AND SAFETY POLICY (Approved – 1993/Reviewed – 1998)

The University of Toronto is committed to providing a safe and healthy work and study environment for its employees, students, visitors and contractors. The University will ensure that the measures and procedures prescribed by the Occupational Health and Safety Act and its regulations and other relevant legislation concerning health and safety are complied with. This includes establishing and maintaining programs to identify and appropriately control workplace hazards; providing for joint health and safety committees to identify and address workplace hazards and workplace health and safety issues; providing appropriate tools and equipment; and providing suitable training to employees concerning workplace health and safety.

Under the Occupational Health and Safety Act and its regulations all employees of the University, including faculty, librarians, administrative staff, and employees in bargaining units covered by collective agreements have responsibilities for ensuring health and safety in the workplace.

Supervisors have an obligation to ensure that employees work in the manner and with the protective devices, measures and procedures required by the Occupational Health and Safety Act and its regulations. This includes supervisors ensuring that appropriate safety procedures are followed by employees and advising employees of the existence of any potential or actual danger to their health and safety of which the supervisor is aware. Supervisors must also take every precaution reasonable in the circumstances for the protection of an employee. In addition, all employees, including supervisors, have an obligation to work in compliance with the Occupational Health and Safety Act and its regulations and to use or wear the equipment, protective devices or clothing that the University requires to be used or worn.

Employees, including supervisors, have knowledge of their actual working conditions and they have an obligation to report any safety hazards or possible contraventions of the Occupational Health and Safety Act and its regulations of which they are aware to their immediate supervisor, so that any safety hazards or contraventions can be remedied.

All employees who fail to meet their obligations concerning health and safety may, depending on the circumstances, face discipline up to and including discharge.

While students are not covered by the Occupational Health and Safety Act or its regulations, the University is also committed to fulfilling its responsibilities concerning the health and safety of its students, and the University believes that this policy helps to facilitate that objective. Students are responsible for conducting themselves in a manner which is consistent with the health and safety of themselves and others and shall be given appropriate training to do so. Students who fail to meet these responsibilities may, depending on the circumstances, face sanctions under the provisions of the Code of Student Conduct.

All members of the University community must accept their responsibilities concerning the provision of a safe environment in which to work and study.