

***EXCERPT FROM REPORT NUMBER 131 OF THE BUSINESS BOARD –  
JANUARY 19, 2004***

**8. Health and Safety Policy: Revision**

The Chair informed members that the Occupational Health and Safety Act made officers of the University and members of the Governing Council personally liable in the case of any failure of due diligence to carry out responsibilities in the area of Health and Safety. Therefore, the policy was before the Board for recommendation of approval by the Governing Council.

Ms. Sass-Kortsak was unable to be at the meeting and, on her behalf, Professor Hildyard spoke to the proposed revision of the University of Toronto Health and Safety Policy which had been distributed under cover of Ms. Sass-Korstak's memorandum of January 9, 2004 (attached hereto as Appendix "B"). Professor Hildyard explained that the objective of the revisions to the policy was to emphasize the importance of close cooperation between University management and employees, joint health and safety committees, and other members of the University community to promote a safe workplace through the implementation of policy and associated legislation. Responsibilities of contractors, tenants and visitors for policy and legislative compliance had been made more explicit. Extensive consultation with all areas of the University, and particularly with the various Joint Occupational Health and Safety Committees, had produced the revised policy that was before the Board for recommendation to Governing Council.

A member noted that the policy might be strengthened if, when speaking of managers and supervisors, the word "responsibility" were replaced with "accountability". Professor Hildyard indicated that this was a policy that had legal implications for members of Governing Council and, so, it had been reviewed carefully by the University's legal counsel. Provided there were no objections to the change from legal counsel, she would be happy to make that amendment before the Governing Council considered the policy.

On motion duly moved and seconded,

**YOUR BOARD RECOMMENDS**

**THAT the proposed revised Health and Safety Policy be approved, replacing the policy approved by the Governing Council on June 23, 1993.**