



FOR APPROVAL

PUBLIC

OPEN SESSION

TO: Business Board

SPONSOR: Kelly Hannah-Moffat, Vice-President, People Strategy, Equity &
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PRESENTER: Kelly Hannah-Moffat, Vice-President, People Strategy, Equity &
CONTACT INFO: Culture, 416-978-4865, vp.psec@utoronto.ca

DATE: January 14, 2026, for January 19, 2026

AGENDA ITEM: 6 (a)

ITEM IDENTIFICATION:

Annual Review of the University of Toronto *Health and Safety Policy*.

JURISDICTIONAL INFORMATION:

Under Section 5 of its Terms of Reference, changes to the University of Toronto *Health and Safety Policy* (the Policy) fall within the Business Board's areas of responsibility:

“Monitoring and recommending policy on the occupational health and safety of members of the staff of the University and other policy pertaining to the health and safety of all members of, and visitors to, the University except for those matters falling within the terms of reference of the University Affairs Board.”

And under Section 5.12 (“Health and safety”) of its Terms of Reference, the Business Board also has responsibility for “approval of policies concerning the health and safety of members of the University and its visitors.”

The *Occupational Health and Safety Act* requires the Policy to be reviewed on an annual basis. The review has been conducted by staff reporting to the Vice-President, People Strategy, Equity & Culture.

GOVERNANCE PATH:

- 1. Business Board [for Approval] (January 28, 2026)**

PREVIOUS ACTION TAKEN:

Under the *Occupational Health and Safety Act*, Section 25, An Employer is expected to prepare and review, at least annually, a written health and safety policy and develop and maintain a program to implement that policy. In 2014, the government passed Bill 18, *Stronger Workplaces for a Stronger Economy Act*, 2014, which amended (among other things) the definition of a “worker” under the *Occupational Health and Safety Act*, which now includes students who undertake unpaid work placements as part of their academic program. The Policy was modified in 2016 to remove the exclusion of student coverage under the *Occupational Health and Safety Act*. Annual reviews are conducted by staff reporting into the Vice-President, People Strategy, Equity & Culture.

The University of Toronto *Health and Safety Policy* was most recently amended in 2022 with housekeeping changes approved by the Business Board at its meeting on February 1, 2022.

HIGHLIGHTS:

This year’s review of the Policy resulted in updates to its format and language. None of these changes impacts the Policy’s intent or scope. The revisions were made in consultation with the Office of University Counsel, the Workplace Investigations Office, Environmental Health and Safety, and the Office of Safety and High Risk.

Format

The Policy is no longer a letter from the Vice-President, People Strategy, Equity & Culture. It employs a standard policy template and includes the following details:

- the original approval and effective date of the Policy (May 13, 2010);
- the most recent and next annual review dates; and
- the dates and details of any changes.

Previously, only the effective and approval dates of the Policy changed each year. The new format is consistent with the documentation of other annual policy reviews, such as the *Policy with Respect to Workplace Harassment* and *Policy with Respect to Workplace Violence*. This system affirms an annual review has taken place and clarifies what (and when) changes have been made, if any.

Language and Supporting References

Two changes to the language of the Policy improve clarity and consistency. “OHSA” has been replaced with the proper name *Occupational Health and Safety Act*, and the reference to “field research” has been replaced with the broader term “University-sanctioned activities” to align with the University’s Framework on Off Campus Safety.

Links have been updated and/or added to reflect current supporting documents, including *Occupational Health and Safety Act (OHSA)*, *Policy on the Framework for Off-Campus Safety*, Environmental Health & Safety Program – Policies, Procedures and Guidelines.

FINANCIAL IMPLICATIONS:

Not applicable.

RECOMMENDATION:

Be It Resolved

THAT the amendments to the University of Toronto Health and Safety Policy be approved, effective January 28, 2026.

DOCUMENTATION PROVIDED:

- University of Toronto *Health and Safety Policy* (tracked changes version)
- University of Toronto *Health and Safety Policy* (clean version)



UNIVERSITY OF TORONTO GOVERNING COUNCIL

Health and Safety Policy

Initial Approval Date	May 13, 2010
Approving Authority	Business Board
Effective Date	May 13, 2010
Responsible Office	Vice-President, People Strategy, Equity & Culture
Last Annual Review Date	January 28, 2026
Next Annual Review Date	January 2027

POLICY

The University of Toronto is committed to the promotion of the health, safety and wellbeing of all members of the University community, to the provision of a safe and healthy work and study environment, and to the prevention of occupational injuries and illnesses.

The Governing Council, the President and all levels of management will work in consultation and cooperation with University employees, joint health and safety committees, students, contractors and visitors to ensure that the requirements of the *Occupational Health and Safety Act* and its regulations, other applicable legislation with supporting guidelines and procedures, and the University's Occupational Health and Safety Management System are fully implemented and integrated into all University work and study activities.

Where reasonable, the University will strive to exceed the legislated requirements by adopting the best practices available to protect the University community and to promote a positive health and safety culture. The University will work towards continuous improvement in its health and safety program.

Managers and supervisors, whether academic or administrative, will take responsibility and accountability for the health and safety of all workers (i.e., employees and certain others in accordance with the *Occupational Health and Safety Act*) under their direction and those workplaces under their charge. They will advise their workers of the existence of potential or actual workplace hazards, and will ensure that they work safely and in accordance with the *Occupational Health and Safety Act* and its regulations, and all applicable University policies and procedures. They will take every precaution reasonable in the circumstances for the protection of their workers.

All University workers, including faculty, librarians, and non-unionized and unionized employees, have some responsibility for ensuring health and safety in the workplace. Workers will work safely and in compliance with the *Occupational Health and Safety Act* and its regulations, and University

policies and procedures. Workers will report all unsafe and unhealthy conditions and practices in the workplace to their immediate supervisors so that they may be promptly remedied.

Contractors, tenants and visitors at the University will comply with all relevant legislation, as well as University of Toronto policies and procedures.

The University is also committed to ensuring that health and safety is considered in all aspects of student life. Students are responsible for conducting themselves in a safe manner, and are required to comply with all relevant legislation, University policies and procedures.

The University's Framework on Off-Campus Safety addresses health and safety responsibilities for faculty, staff and students engaged in University-sanctioned activities beyond the geographical boundaries of the University.

Individuals who fail to meet their obligations concerning health and safety may, depending on the circumstances, face appropriate disciplinary action, up to and including discharge.

The Vice-President, People Strategy, Equity & Culture will provide quarterly reports on compliance with the Policy and its regulations and guidelines, as well as an annual report on health and safety.

Related Documents

In applying this Policy, the University is committed to acting conscientiously and in keeping with applicable legislation as well as its own policies and guidelines. These include, for example:

- *Occupational Health and Safety Act (OHSA)*
- *Policy on the Framework for Off-Campus Safety*
- Environmental Health & Safety Program – Policies, Procedures and Guidelines

[\(Environmental Health & Safety Program - Policies, Procedures and Guidelines - Environmental Health & Safety\)](#)

REVISION HISTORY AND UPDATES

Date	Description of Change
January 28, 2026	<ul style="list-style-type: none">• Reformatted from letter to policy template.• Changed “field research” to “University-sanctioned activities”.• Added section for revision history and updates.
February 2, 2022	<ul style="list-style-type: none">• Changed the title of Vice-President, Human Resources & Equity to Vice-President, People Strategy, Equity &

Health and Safety Policy

	Culture.
January 25, 2016	<ul style="list-style-type: none">• Incorporated changes from Bill 18 (2014), which expanded the definition of “worker” under the Occupational Health and Safety Act (OHSA).
September 26, 2011	<ul style="list-style-type: none">• Amended to specify that there are detailed guidelines and procedures to guide members with respect to the policy.



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