



UNIVERSITY OF TORONTO

University of Toronto
Governing Council

Health and Safety Policy January 28, 2026

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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 & 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.