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| Policy Number: | 1.4.7 Health and Safety |
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Relevant Statutory / Regulatory Linkages:

- Employee Group Contracts and Terms of Employment
- Ontario Employment Standards Act
- Labour Relations Act
- Occupational Health and Safety Act
- Ontario Human Rights Act / Code
- Provincial and Municipal Fire Regulations

Policy Statement (Intent and Scope)

King’s University College (King’s) will make every reasonable effort to maintain a safe and healthy work environment for students, faculty, staff, administration, partners, volunteers and visitors. Protecting people from injury or occupational disease and harm is a continuing objective.

King’s will have in place a Health and Safety Program:

1. The Principal or designate will establish and maintain a Joint Occupational Health and Safety Program for King’s, consistent with regulatory and approved labour agreement requirements.
2. The Principal or designate will review incident reports and amend the Joint Occupational Health and Safety Program as required based on consultation with staff, union representatives and others as appropriate.
3. The Principal or designate will post a written copy of the Occupational Health and Safety Act and King’s Joint Health and Safety Program in all its work locations, and make it available to students, faculty and staff electronically.

Monitoring Report Requirements (Frequency, Content, etc.)

1. An Annual Health and Safety report will be presented to the Board of Directors summarizing:
 - 1.1. Training provided relative to the Occupational Health and Safety Act and its regulations.
 - 1.2. Unreported or unresolved health and safety issues.
 - 1.3. Accident statistics, identifying trends and summarizing causes.
 - 1.4. Any significant incidents involving injury to people.
 - 1.5. A report on incidents of work refusals due to health and safety concerns.
2. A report on any Ministry of Labour inspections, and the status of any orders by the Ministry written at the next Board meeting.
3. Significant health and safety incidents (matters reported to funders and / or Ministry of Labour orders) will be reported by the Principal to the Chair and / or the Executive Committee within forty-eight (48) hours.