



**1. Rationale**

The Simcoe County District School Board recognizes the need to provide a healthy and safe environment for all of its employees.

The Board reaffirms its commitment to undertake initiatives to promote health and safety in the workplace in order to ensure the continued implementation of the Occupational Health and Safety Act.

The Board is also committed to promoting programs that support certification training for specified personnel, where appropriate and, where feasible.

**2. Policy**

It is the policy of the Simcoe County District School Board to adhere to the responsibilities placed upon it by the Occupational Health and Safety Act and to take every reasonable precaution to prevent personal injury, and to provide and maintain a safe, healthy and secure working environment for all of its employees.

**3. Guidelines**

- 3.1 The development of a safe working environment is dependent upon the joint efforts of workers and management and, to this end, the Board will encourage and support the implementation and maintenance of a joint health and safety committee.
- 3.2 All principals, managers and supervisors must accept responsibility for ensuring the implementation of all health and safety legislation and for ensuring practices that promote compliance with board safety policies and procedures are in place.
- 3.3 Employees must perform their jobs in accordance with established safety procedures and must actively participate in the protection of fellow employees.
- 3.4 Employees must report all unsafe conditions and are encouraged to make suggestions for the improvement of the health and safety conditions in the workplace.
- 3.5 No action will be taken against an employee if he/she genuinely reports an unsafe condition which, in turn, is found to meet all health and safety guidelines.

**4. Implementation**

The Director of Education is authorized to provide the administrative procedures necessary to implement this policy.

**APPROVED OCTOBER 26, 1994  
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