



# HURON-PERTH CATHOLIC

## District School Board

### Health and Safety

<b>Adopted:</b>	<b>February 23, 1998</b>	<b>Policy #:</b>	<b>P 3.1.1.</b>
<b>Revised:</b>	<b>January 26, 2026</b>	<b>Policy Category</b>	<b>3.1. Facilities/Health &amp; Safety</b>

#### **BELIEF STATEMENT:**

The Huron-Perth Catholic District School Board believes in ensuring both the physical and psychological health and safety of its employees through the promotion of safe work practices and procedures and maintaining a healthy and safe workplace.

The Huron-Perth Catholic District School Board shall foster a culture of health and safety as part of its commitment to its employees. This culture shall be included in decision-making processes, and highlighted in the organization's Vision, Mission and Values.

#### **POLICY STATEMENT:**

It is the policy of the Huron-Perth Catholic District School Board that it supports the operation of the Joint Health and Safety Committee in accordance with the JHSC Terms of Reference. The Internal Responsibility System within the HPCDSB acknowledges that everyone has "direct" responsibility for health and safety as an essential part of his or her job. The purpose of this policy and procedures is to promote a healthy and safe working environment for all employees that is consistent with the requirements of the Occupational Health and Safety Act and Regulations.

#### **PROCEDURES:**

##### **Responsibility of Management:**

HPCDSB Management are accountable for the health and safety of employees and are responsible to:

- Ensure that employees work in a manner and with protective devices, measures and procedures required by the Occupational Health and Safety Act and Regulations,
- Ensure that employees use or wear the equipment, protective devices or clothing that his/her employer requires to be used or worn,
- Advise the employee of the existence of any potential or actual hazards to the health or safety of the employee of which the supervisor is aware,
- Provide where prescribed (i.e., in a regulation under the OH&S Act), an employee with written instructions about measures and procedures to protect the employee,
- Take every precaution reasonable given the circumstances to protect the employee.

### **Responsibility of Employees:**

Every employee must protect their own health and safety by:

- Working in compliance with the Occupational Health and Safety Act and its regulations,
- Working with safe work practices and procedures established by the HPCDSB,
- Reporting unsafe conditions and practices immediately,
- Utilizing appropriate personal protective equipment.

### **REFERENCES:**

- Occupational Health and Safety Act and Regulations

### **RESOURCES, APPENDICES AND FORMS:**

- N/A

### **DEFINITIONS**

- N/A