Policy:

The John McGivney Children's Centre School Authority (School Authority) supports a safe, healthy working environment for all employees and is committed to the prevention of occupational injuries and disease. As such, it shall be committed to making health and safety an integral part of its day-to-day operations and to make every effort to provide a safe, healthy work environment for all persons.

The School Authority shall be responsible for maintaining a healthy and safe environment for its employees. It is only through the continued co-operation of all employees and the exercise of their respective responsibilities that good health and safety practices will be achieved and maintained.

The School Authority shall be responsible to effectively manage and communicate health and safety programs and maintain compliance with relevant legislation and related regulations. The School Authority has a Joint Health and Safety Committee composed of two worker representatives and two employer representatives.

Every employee shall have the responsibility for protecting his or her personal health and safety in the workplace. This can be accomplished by each person approaching his/her work in accordance with the legislation in keeping with the safe work practices and procedures that have been established by the School Authority. Every employee shall be responsible to bring to the attention of their supervisor, the existence of any unsafe work conditions or practices.

Additional Information:

The School Authority is committed to the principles of equity and inclusive education which value and promote human rights and social justice in all of its policies, programs, guidelines, operations and practices.

Printed copies are for reference only. Please refer to the electronic copy for the latest version.

Applicable Documents: (Reference other applicable policies, procedures, forms, etc.)

Document/Form Nbr.	Title
	Ontario Health and Safety Act
	Education Act
PR 2007	Health and Safety Procedure
P 3004	JMCCSA Workplace Violence Prevention Management Program
P 3006	JMCCSA Workplace Harassment/Sexual Harassment Prevention Management Program

EFFECTIVE DATE: April 24, 2019

REVISION DATE: October, 2026

NEXT REVIEW DATE: 2031-2032