



**THORNELOE
UNIVERSITY**

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Health and Safety Policy

In its 2017-2022 Strategic Plan, Thorneloe University committed itself to the following under Strategic Priority #4 (“Foster well-being and honour diversity, inclusion, and respect”): Thorneloe University will “[a]dopt policies, procedures and practices to ensure a safe, welcoming, accepting and inclusive environment that nurtures well-being.”

As a result, it is the policy of Thorneloe University to provide and maintain a safe and healthy environment for all workers, students, volunteers, visitors and contractors.

The management of the University is committed to:

1. preventing occupational illness and injury, and unsafe and unhealthy conditions on University property;
2. ensuring compliance with all applicable legislation and regulations relating to health and safety;
3. holding supervisors accountable for conducting assigned health and safety activities and for ensuring safe and healthy work conditions in their area of responsibility;
4. making all employees responsible for working safely and for reporting unsafe or unhealthy conditions;
5. developing procedures and standards, and providing appropriate equipment necessary to achieve the above; and
6. an employee’s early and safe return to work following illness or injury.

Supervisors will be held accountable for the health and safety of workers under their supervision. Supervisors are subject to various duties in the workplace, including the duty to ensure that machinery and equipment are safe and that workers work in compliance with established safe work practices and procedures.

Every employee must protect his or her own health and safety by working in compliance with the law and with safe work practices and procedures established by the employer. Employees will receive information, training and competent supervision in their specific work tasks to protect their health and safety.

Every employee including contractors and sub-contractors must comply with safe work practices and are required to report any incidents/injuries/property damage immediately.

A record of the University’s health and safety procedures, standards and activities is maintained by the Joint Health and Safety Committee (JHSC), duly constituted under the Ontario Occupational Health and Safety Act.

It is in all our interests to make safety a top priority in our daily activities. We encourage every employee to renew their commitment to the University’s Health and Safety Policy.

Dr. Robert Derrenbacker, President
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