



VICTORIA UNIVERSITY
IN THE UNIVERSITY OF TORONTO

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OCCUPATIONAL HEALTH AND SAFETY POLICY

Victoria University

Victoria University is committed to providing a safe and healthy work and study environment for its members, including employees and students, and for visitors and contractors. The University will use its best efforts to ensure that the measures and procedures prescribed by the Occupational Health and Safety Act and its regulations and other relevant legislation concerning health and safety are complied with. This includes establishing and maintaining programs to identify and appropriately control workplace hazards; providing for a joint health and safety committee to identify and address workplace hazards and workplace health and safety issues; providing appropriate tools and equipment; and providing suitable training to employees concerning workplace health and safety. Management is committed to the prevention of occupational illness and injury.

Under the Occupational Health and Safety Act and its regulations, all employees of the University, including working students, dons, faculty, librarians, and staff, have responsibilities for ensuring health and safety in the workplace.

Managers and supervisors have an obligation to ensure that employees work in the manner and with the protective devices, measures and procedures required by the Occupational Health and Safety Act and its regulations. These regulations require supervisors to ensure that appropriate safety procedures are followed by employees and to advise employees of the existence of any potential or actual danger to their health and safety of which the supervisor is aware. Supervisors must also take every precaution reasonable in the circumstances for the protection of an employee. In addition, all employees, including supervisors, have an obligation to work in compliance with the Occupational Health and Safety Act and its regulations and to use or wear the equipment, protective devices or clothing that the University requires to be used or worn.

Employees, including managers and supervisors, have knowledge of their actual working conditions and they have an obligation to report any safety hazards or possible contraventions of the Occupational Health and Safety Act and its regulations of which they are aware to their immediate supervisor, so that any safety hazards or contraventions can be remedied. It is also the responsibility of employees to participate in and comply with the University's Early and Safe Return to Work program.

All employees who fail to meet their obligations concerning health and safety may, depending on the circumstances, face discipline up to and including discharge.

While students are not covered by the Occupational Health and Safety Act or its regulations, the University is also committed to fulfilling its responsibilities concerning the health and safety of its students, and the University believes that this policy helps to facilitate that objective. Students are responsible for conducting themselves in a manner which is consistent with the health and safety of themselves and others. Students who fail to meet these responsibilities may, depending on the circumstances, face sanctions under the provisions of the Code of Student Conduct or other appropriate policies of Victoria University.

All members of the University community must accept their responsibilities concerning the provision of a safe environment in which to work and study.

A handwritten signature in black ink, appearing to read 'W R B', with a stylized flourish at the end.

William Robins
President of Victoria University

Reviewed and approved by President's Senior
Management Group on March 22, 2018