

Occupational Health, Safety and Workplace Violence

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Sub-section:	Manage
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Authority:	Council
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Policy statement

The Corporation of the Town of Oakville (Town), in the performance of its services, is responsible for promoting health and safety for the protection of its workers and the public alike. Unsafe or violent practices will not be tolerated. The Town will follow the guidelines and directives of the federal, provincial and regional government authorities, including the branches of public health.

Every worker, contract worker and sub-contractor, including every person accessing Town property for services, must protect one's own health and safety by complying with the law and with the safe work practices and procedures established and required by the Town.

All levels of supervisors will be held accountable for the health and safety of workers under their supervision.

The Town provides a safe and healthy workplace by supporting a formal and accessible program of education and training, including those required by federal, provincial and regional government authorities (including the branches of public health); by preventing accidents, workplace harassment and violence, including domestic violence in the workplace; and by reducing injuries and occupational illness through accident investigations, follow-up action and the recommendations of the Health and Safety Committees.

The Town is committed to providing a working environment in which all individuals are entitled to fair treatment. The Town will not tolerate, ignore or condone discrimination, harassment, or violence, and is committed to promoting respectful conduct, tolerance, inclusion, and diversity. All individuals are to be treated with respect and dignity in keeping with the Town's core values of leadership, inclusivity, sustainability, quality of life, fiscal responsibility, and excellence. All employees are responsible for respecting the dignity and rights of their co-workers and the public they serve.

Purpose

The purpose of this policy is to ensure that all Town workplaces and facilities are in compliance with the *Occupational Health and Safety Act* and regulations and that every reasonable precaution is taken to provide for a healthy and safe work environment. The implementation of this policy, through the establishment of occupational health and safety programs based on shared responsibility of management and employees, will promote health, safety, and prevent workplace illness and injuries, harassment and workplace violence. The Town is committed to advancing a culture of inclusion, diversity, equity, accessibility (IDEA) through its health and safety initiatives and programming.

Scope

This policy applies to all Town employees (including but not limited to full-time, part-time, students, volunteers and interns), contractors, sub-contractors, consultants, and every person accessing Town property for services.

References and related documents

Occupational Health and Safety Act
Occupational Health and Safety Responsibilities Procedure
Other Corporate Health and Safety Procedures
Workplace Violence Procedures
Ontario Human Rights Code
Respectful Conduct Policy and related procedures
Employee Code of Conduct policy and procedures