

Occupational Health, Safety and Workplace Violence

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Section:	Human resources
Sub-section:	Manage
Author:	Human Resources
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 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 his or her 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 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.

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 and prevent workplace illness and injuries, harassment and workplace violence.

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, workers and every person accessing town property for services.

References and related documents

1. *Occupational Health and Safety Act*;
2. Occupational Health and Safety Responsibilities Procedure;
3. Other Corporate Health and Safety Procedures;
4. Workplace Violence Procedures;
5. R Zone Procedure;
6. Ontario Human Rights Code;
7. Respectful Conduct Policy and related procedures.