



## UNIVERSITY OF MANITOBA POLICY

<b>Policy:</b>	<b>HEALTH AND SAFETY</b>
<b>Effective Date:</b>	June 21, 2011
<b>Revised Date:</b>	
<b>Review Date:</b>	June 21, 2021
<b>Approving Body:</b>	Board of Governors
<b>Authority:</b>	<a href="#"><u>University of Manitoba Act</u></a> Section #16(1)(b)  <a href="#"><u>Manitoba Workplace Safety and Health Act</u></a>
<b>Responsible Executive Officer:</b>	President: Delegated to Vice-President Administration
<b>Delegate: (If applicable)</b>	
<b>Contact:</b>	Executive Director of Human Resources
<b>Application:</b>	Board of Governors members; Senate members; Faculty/School Councils; Students; Contractors and Suppliers; All Employees

### **Part I Reason for Policy**

The reason for the Policy is to identify responsibility and accountability for the safety and health of academic and support staff, students and visitors at the University.

### **Part II Policy Statement**

The safety and health of all academic and support staff, students and visitors to the University campuses is a priority for the University.

The University shall:

- a) Comply with, or exceed, the requirements of any applicable workplace health and safety legislation;
- b) Provide a safe and healthy environment in which to carry on the University's affairs so far as is reasonably practicable; and
- c) Work to minimize workplace illness and injury at the University.

To achieve these objectives, the responsibility and accountability for health and safety shall be an integral part of the duties of supervisory staff at all levels, including the senior executive.

### **Part III Accountability**

- 3.1 The University Secretary is responsible for advising the President that a formal review of the Policy is required.
- 3.2 The Executive Director of Human Resources is responsible for the communication, administration and interpretation of this policy.
- 3.3 All supervisors, employees, and students will be accountable for complying with the Policy and all Secondary Documents.

### **Part IV Authority to Approve Procedures**

- 4.1 The Vice-President (Administration) may approve Procedures which are secondary to and comply with this Policy.
- 4.2 The Procedures approved under this Policy may include, but are not necessarily limited to, provisions relating to:
  - a) the responsibility and accountability of supervisory staff for health and safety;
  - b) the compliance responsibilities of employees, students and visitors;
  - c) the supporting role and mandate of the Environmental Health and Safety Office;
  - d) the establishment, role, and mandate of safety committees; and
  - e) mechanisms for resolution of health and safety concerns.

## **Part V Review**

- 5.1 Formal Policy reviews will be conducted every ten (10) years. The next scheduled review date for this Policy is June 21, 2021.
- 5.2 In the interim, this Policy may be revised or rescinded if:
- a) the Approving Body deems necessary; or
  - b) the relevant Bylaw, Regulations or Policy is revised or rescinded.
- 5.3 If this Policy is revised or rescinded, all Secondary Documents will be reviewed as soon as reasonably possible in order to ensure that they:
- a) comply with the revised Policy; or
  - b) are in turn rescinded.

## **Part VI Effect on Previous Statements**

- 6.1 This Policy supersedes Safety and Health Policy (dated February 1, 2003).

## **Part VII Cross References**

Safety Management Procedure

Health and Safety – Employees, Students, Visitors, EHSO Procedures

Safety Committees Procedure

Response to Health and Safety Concerns