



Policy	0-3.6
Approved By:	College Executive Team
Approval Date:	May 10, 2017
Amendment Date:	
Policy Holder:	VP Administration

OCCUPATIONAL HEALTH AND SAFETY

Purpose/Rationale

Camosun College is committed to providing a safe and healthy work and educational environment for the College Community. The College endeavours to meet its responsibilities for health and safety by adhering to health and safety standards, policies, regulations and legislative requirements, and by assigning general and specific roles and responsibilities for Occupational Health and Safety in the workplace. The College is committed to developing and implementing a comprehensive, effective Occupational Health and Safety Program for the well-being of the College Community.

Scope

This policy applies equally to all persons associated with Camosun College (collectively defined as "Individuals") including:

- employees of Camosun College and those involved with its affiliated programs including students;
- supervisors, chairs, managers, directors, deans, and executive members;
- members of the Camosun College Board of Governors;
- students covered under WorkSafeBC who include apprentices, co-op, practicum and work experience students working for Camosun;
- volunteers of and guests or visitors to Camosun College;
- suppliers and contractors, and;
- individuals authorized to access Camosun College information, Camosun College information systems or Camosun College facilities or equipment.

Principles

1. Camosun College will comply fully with the *Workers Compensation Act*, *WorksafeBC Occupational Health and Safety Regulations*, the provincial *Environmental Management Act*, the federal *Environmental Protection Act*, all relevant statutes, regulations and standards of government agencies and other regulatory authorities representing occupational safety, health and the environment.

2. Camosun College gives priority to safe working conditions and safe job practices in the planning, budgeting, direction and implementation of the College's activities.
3. Camosun College will formulate and carry out continuing and effective occupational health, safety and environmental programs appropriate and specific to Camosun College operations.

Limits

1. Violation of any Acts or laws governing Occupational Health and Safety, including but not limited to those referenced above, constitutes a violation of College policy.
2. This policy and its procedures will not interfere with the rights and obligations specified in the current Collective Agreements between the College and its unions.

Roles and Responsibilities

Camosun College takes all reasonable steps to acquaint members of the College Community with their rights and duties in the workplace and applicable regulations and procedures for protecting their safety and health. Where appropriate, the College establishes special arrangements and programs to assist in maintaining safe and healthy conditions and work practices and facilitating participation in safety and health activities, including the Joint Occupational Health and Safety committee.

Internal Responsibility System All members of the College Community share responsibility for protecting their own safety and health, and that of others affected by their actions, by working in compliance with prevailing regulations and standards and with safe work practices and procedures established by the College.

Specific roles and responsibilities are outlined in Schedule 1- attached.

Procedures

Procedures and standards for, but not limited to, roles, responsibilities, standard and safe working procedures, and other elements associated with the OSH program may be issued in a format appropriate for the topic.

LEGISLATED REFERENCES AND COLLECTIVE AGREEMENTS

Canada *Environmental Protection Act*.
Canada *Hazardous Products Act* and Controlled Products Regulations
British Columbia *Workers Compensation Act* and Regulations
British Columbia *Environmental Management Act*
BCGEU Collective Agreement 2014-2019
BCGEU Common Agreement 2014-2019
CCFA Collective Agreement 2014-2019
FPSE Common Agreement (CCFA) 2014-2019
CUPE Local 2081 Agreement 2014-2019

LINKS TO SUPPORTING FORMS, DOCUMENTS, WEBSITES, RELATED POLICIES

Workers Compensation Act.
http://www.bclaws.ca/civix/document/id/complete/statreg/96492_00

WorksafeBC Occupational Health and Safety Regulations:
http://www2.worksafebc.com/publications/OHSRegulation/Home.asp?_ga=1.171052512.1587663984.1424822466

Environmental Management Act.
http://www.bclaws.ca/civix/document/id/complete/statreg/03053_00

[BCGEU Collective Agreement 2014-2019](#)
[BCGEU Common Agreement 2014-2019](#)
[CCFA Collective Agreement 2014-2019](#)
[FPSE Common Agreement \(CCFA\) 2014-2019](#)
[CUPE Local 2081 Agreement 2014-2019](#)

Canada *Environmental Protection Act*.
<http://laws-lois.justice.gc.ca/eng/acts/c-15.31/>

Hazardous Products Act and Controlled Products Regulations:
<http://laws-lois.justice.gc.ca/eng/acts/H-3/>