

Policy Number:	8005
Policy Title:	Occupational Health and Safety
Approved by:	President
Approval date:	August 24, 2020
Effective date:	August 24, 2020
Review date:	June, 2023
Next review date:	June, 2024

1. Policy Statement

1.1 University Canada West (the “**University**”) is committed to establishing a work environment that is healthy, safe and free from workplace hazards. The University acknowledges its legal duty to ensure the health and safety of all Workers employed or engaged by the University, as well as any other Workers present at a Workplace where the University’s work is being performed.

2. Purpose

- 2.1 The purpose of this Occupational Health and Safety Policy (this “Policy”) is to outline the duties and responsibilities of the University, supervisors and workers, in the maintenance of a healthy and safe work environment.
- 2.2 This Policy has been developed in compliance with the University’s legal obligations under the British Columbia Workers Compensation Act (the “WCA”), the Occupational Health and Safety Regulation (the “Regulation”), and the policies and directives of WorkSafeBC, as amended from time to time, relating to occupational health and safety in the workplace.
- 2.3 Nothing in this Policy should be interpreted as limiting or restricting any of the University’s rights or obligations under the WCA, the Regulation, the policies and directives of WorkSafeBC, or any other applicable legislation.

3. Scope

- 3.1. The Policy applies to all Workers performing work for the University at a Workplace, including Supervisors and other employees of the University (administrators, faculty, and staff), and contractors.

4. Definitions

- 4.1. These definitions apply to terms as they are used in this policy:

Word/Expression	Definition
Worker”, “Supervisor”, “Improper Activity or Behaviour”, “Hazard”, “New Worker”, “Young Worker”,	Shall having the meanings as defined and used in the WCA and the Regulation.
Workplace	Means any place where business or work-related activities of the University are being performed.

5. Responsibility

5.1. The Vice President, People & Culture (Human Resources) has responsibility for the decisions related to this policy.

6. Applicable legislation

- 6.1 Workers Compensation Act (WCA)
- 6.2 Occupational Health and Safety Regulation

7. Related policies

Policy Number	Policy Title
8003	Standard of Conduct

8. Related procedures

Procedure Number	Procedure Title
8005p	Occupational Health and Safety