

POLICY STATEMENT

The Province of Nova Scotia Occupational Health and Safety Act, 1996, c 7, s. 1 and as amended, defines the duties and precautions required of Mount Saint Vincent University under the Act as an employer of more than twenty employees who are regularly employed. The Act requires the Mount to establish a policy on OH&S in consultation with the existing Joint OH&S Committee. The Act further requires the Mount to establish and maintain a written OH&S program in consultation with the Joint OH&S Committee for the purpose of implementing the Mount's policy.

Occupational Health and Safety is always our first priority. And we aspire to an incident-free campus. This Occupational Health & Safety policy applies to all members of the Mount Saint Vincent University community, contractors and those individuals and organizations who the Mount invites to campus.

COMMITMENT

Mount Saint Vincent University is committed to the promotion of the health, safety and wellbeing of all members of the University community, to the provision of a safe and healthy work and study environment, and to the prevention of occupational injuries and illnesses.

The Board of Governors and the Senate, the President and all levels of management will work in consultation and cooperation with University faculty and staff, joint health and safety committee, students, contractors and visitors to ensure that the requirements of the Occupational Health and Safety Act and its regulations, other applicable legislation with supporting guidelines and procedures, and the University's Occupational Health and Safety procedures are fully implemented and integrated into all University activities.

The University acknowledges that physical violence or threatening behaviour in the workplace is an occupational health and safety hazard that can cause physical and emotional harm. The University does not accept any acts of violence or threats of violence in the workplace. The University is committed to working to prevent workplace violence or threatening behaviour and to responding appropriately if workplace violence does occur. All members of the University community, including faculty, staff, students and visitors, are responsible for the creation and maintenance of a safe environment. Please refer to the other workplace violence related policies i.e. Violence in the Workplace Statement and the Harassment and Discrimination Policy for more information.

RESPONSIBILITIES

Managers and supervisors, whether academic or administrative, will take responsibility and accountability for the health and safety of all members under their direction and those workplaces under their charge. They will advise their faculty or staff of the existence of potential or actual workplace hazards, and will ensure that they work safely and in accordance with the Occupational Health and Safety Act and its regulations, and all applicable University policies and procedures. They will take every precaution reasonable in the circumstances for the protection of their faculty or staff. All University faculty and staff have responsibility for ensuring health and safety in the workplace. Faculty and staff will work safely and in compliance with the Occupational Health and Safety Act and its regulations, and University policies and procedures. Faculty and staff will report all unsafe and unhealthy conditions and practices in the workplace to their supervisors so that they may be promptly remedied. Contractors and visitors at the University will comply with all relevant

legislations, as well as Mount Saint Vincent University policies and procedures.

Failure to do so may result in fines imposed under the regulations as enforced by the NS Department of Labour and Advanced Education.

ENGAGEMENT

We engage with faculty and staff, the Joint Health and Safety Committee, students, contractors and visitors to reduce the health and safety risks. We strive to develop effective and sustainable solutions to create a healthy and safe work and study environment.



CONTINUAL IMPROVEMENT

We monitor emerging issues and keep abreast of regulatory changes to implement effective and sustainable solutions to create a healthy and safe work environment.


ANNUAL REVIEW

We annually review and report on the progress of the university's performance in implementing this policy and update it as needed.

Reviewed and approved by the Joint OH&S Committee on November 25, 2019:

	
Judy Fraser Arsenault Co-chair, Joint OH&S Committee	Rick Walkden Co-chair, Joint OH&S Committee

Approved by:

	January 25, 2021
Dr. Mary Bluehardt President and Vice-Chancellor	Date