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The OV-CAOS board and Artistic Director(s) are committed to the establishment of a healthy and safe workplace and to the integration of health and safety practices in all areas of the workplace. The underlying principle of the policy is the responsibility of all employees in maintaining a safe workplace, which is best achieved through consultation and co-operation between management and employees.

Note: OVCAOS contracts for its project workspaces and venues. In advance of securing a project location or venue, OVCAOS will ensure that all landlords are aware of, and in compliance with the legislative requirements that govern their space.

Section 1: Legislative Requirements

1. The **Occupational Health and Safety Act (OHSa)** requires those who have any degree of control over the workplace to ensure a safe and healthy work environment.
2. The requirements of the **OHSa** apply to every worker who is being paid, regardless of the location where the work is performed. If workers work at home and are being paid or are driving and being paid en route, they are covered under the *Act*.
3. If a paid worker suffers a critical injury, the **OHSa** requires that the employer immediately notify the Ministry of Labour Health & Safety Contact Centre and the Workplace Health and Safety representative. The employer and the employee health and safety representative must prepare a written report (see Section 4), and forward to a director of the Ministry of Labour within 48 hours. (See Appendix A).
4. The **OHSa** sets out duties with respect to workplace safety, and materials and equipment in the workplace. [Section 25\(2\)](#) of the [Occupational Health and Safety Act](#) requires employers to prepare and review at least annually a written occupational health and safety policy and develop and maintain a program to implement that policy.
5. **Ontario Regulation 297/13 Occupational Health and Safety Awareness and Training** requires a worker to complete a basic occupational health and safety awareness training program

Section 2: Rights of the Worker

1. A worker has the following rights:
 - a) to participate in the process of identifying and resolving workplace health and safety concerns
 - b) to know about potential hazards to which they may be exposed
 - c) to refuse work that they believe is hazardous to either their own health and safety or that of another worker
 - d) all other rights indicated in the **Occupational Health and Safety Act**

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Section 3: Responsibilities

1. The Ontario **Occupational Health and Safety Act** (OHSA) and its regulations impose a legal duty on employers and on supervisors for ensuring the well-being of workers under their supervision and to take reasonable measures to protect their safety.
2. The OV-CAOS board delegates authority to administer and direct health and safety to the Artistic Director(s).
3. The Artistic Director(s) is responsible for:
 - a) ensuring adherence to the principles of this policy
 - b) ensuring compliance with all applicable health and safety legislation
 - c) ensuring training and procedures for effective health and safety program management, including adequate allocation of funds and resources
 - d) investigating all accidents involving personal injury and reporting incidents to proper authorities when required
 - e) addressing employees' safety concerns promptly
 - f) ensuring that health and safety infractions are addressed
4. Supervisors are responsible for:
 - a) making sure that work is done safely
 - b) ensuring employees are aware of hazards and how to protect themselves
 - c) maintaining an orderly and uncluttered work area
 - d) providing adequate training to employees in order to protect their health and safety
 - e) investigating refusals to work while in the presence of the employee health and safety representative or, in the event that they are not available, a fellow employee
5. Employees are responsible for:
 - a) knowing procedures to follow in the case of accidents or sudden illnesses
 - b) reporting any known hazards to their supervisors
 - c) reporting any accidents or injuries to their supervisors
 - d) understanding the hazards associated with any materials they use and all relevant safety information regarding their use
 - e) reporting any missing or defective equipment
 - f) maintaining an orderly and uncluttered work area
 - g) operating any equipment in a way that will not endanger any employee
 - h) knowing the location of the first aid kit
 - i) knowing the locations and use of the fire extinguishers as well as the location of emergency exits
 - j) participating in fire drills and other emergency evacuation procedures

Section 4: Emergency Response Information for Employees with Disabilities

1. In accordance with **Ontario Regulation 191/11 Integrated Accessibility Standards**, OV-CAOS will provide individualized workplace emergency response information for an employee who has a disability, if the disability is such that the information is necessary and the organization is aware of the need for accommodation due to the employee's disability.
2. With the employee's consent, the workplace emergency response information will be provided to the person designated to provide assistance.
3. The individualized workplace emergency response information will be reviewed when:
 - a. the employee moves to a different work location,
 - b. the employee's overall accommodation needs are reviewed, and
 - c. the overall emergency response procedures are reviewed

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Section 5: Health and Safety Representative [Note: you only need this section if you have more than 5 employees, but even if you don't currently have 5, you may want to retain this portion in the policy so it is in place as the organization grows.]

1. The **OHSA** requires that a workplace with fewer than 20, but more than five employees, have a workplace Health and Safety Representative. In accordance with [Section 8](#) of the *Occupational Health and Safety Act*:
 - a) employees will appoint one health and safety representative from among the workers who does not exercise managerial functions and has powers as set out in Section 8(11) of the **OHSA**
 - b) the board will pay the representative while carrying out his or her duties

2. The Health and Safety Representative will, in accordance with [Section 8](#) of the *OHSA*:
 - a) identify workplace hazards
 - b) inspect the workplace at least once a month
 - c) be consulted about workplace testing
 - d) make recommendations to the Artistic Director(s)
 - e) investigate work refusals and serious accidents
 - f) maintain a health and safety bulletin board that will include but not be limited to:
 - i. a copy of the **Occupational Health and Safety Act**
 - ii. copies of the following OV-CAOS policies: **HR-05 Health and Safety**, **HR-04 Prevention of Workplace Violence**, and **HR-03 Workplace Harassment and Discrimination**
 - iii. the most recent version of the poster from the Ministry of Labour entitled **What You Should Know About the Ontario Employment Standards Act**
 - iv. the most recent version of the poster from the Workplace Safety and Insurance Board entitled **In Case of Injury--1234**
 - g) be trained in basic first aid by an accredited agency
 - h) maintain a first aid box that meets the requirements of the **Workplace Safety and Insurance Act Regulation 1101** (For contents, see Appendix B of this policy)

Section 6: Working Alone

1. Working alone describes a situation where a person is the only employee in the building or venue, or where the employee does not have direct contact with a co-worker.

2. The OV-CAOS board directs the Artistic Director(s) to develop a plan for working alone. The plan identifies the occupational hazards, risks, procedures for personal safety, special training, and emergency assistance in the event of an incident when working alone. In addition:
 - a) all employees will be made aware of potential risks and will be trained on procedures when working alone
 - b) employees will not work alone without the prior consent of the Artistic Director(s)
 - c) volunteers and students will not work alone

Related Documents:

OV-CAOS Policy **HR-03: Workplace Harassment and Discrimination**
OV-CAOS Policy **HR-04: Prevention of Workplace Violence**
Occupational Health and Safety Act, R.S.O. 1990, chapter O.1
Ontario Regulation 191/11 Integrated Accessibilities Standards s. 27
Ontario Regulation 297/13 Occupational Health and Safety Awareness and Training

Appendix A

Ministry of Labour Health and Safety Contact Centre

Toll-free: 1-877-202-0008

TTY: 1-855-653-9260

- Call any time to report critical injuries (see note below), fatalities or work refusals.
- Call 8:30 a.m. – 5:00 p.m., Monday – Friday, for general inquiries about workplace health and safety.
- In an emergency, always call 911 immediately.

A critical injury:

- places life in jeopardy
- produces unconsciousness
- results in a substantial loss of blood
- involves the fracture of an arm or leg (but not a finger or toe)
- results in the amputation of an arm, leg, hand or foot (but not a finger or toe)
- involves burns to a major portion of the body, or
- causes the loss of sight in an eye

Appendix B

First Aid Station Requirements

(1) As outlined in Workplace Safety and Insurance Act 1997, Regulation 1101, Section 8 (SEE EDITOR'S NOTE) the organization will have a first aid station with a first aid box that is furnished and provided by the organization itself. It will contain as a minimum,

- (a) a current edition of a standard *St. John Ambulance First Aid Manual*;
- (b) 1 card of safety pins; and
- (c) dressings consisting of,
 - (i) 12 adhesive dressings individually wrapped,
 - (ii) 4 sterile gauze pads, 3 inches square,
 - (iii) 2 rolls of gauze bandage, 2 inches wide,
 - (iv) 2 field dressings, 4 inches square or 2 four-inch sterile bandage compresses, and
 - (v) 1 triangular bandage.

- (2) The employer shall ensure that the first aid station is at all times in the charge of a worker who,
 - (a) is the holder of a valid *St. John Ambulance Emergency First Aid Certificate* or its equivalent; and
 - (b) works in the immediate vicinity of the station.

Editor's Notes for reference only (and not to be included within your organization's actual policy or program)

1. With respect to Workplace Health and Safety Representative, the **OHSA** (Section 8) requires that a workplace with fewer than 20, but more than five employees, have a workplace Health and Safety Representative. Note that workplaces with 20 or more employees are required to have a Joint Health and Safety Committee (JHSC). Those workplaces with 20 to 49 employees must have a JHSC with at least two (2) members and those workplaces with fifty (50) or more employees are required to have a JHSC with at least four (4) members.
2. With respect to First Aid requirements under Workplace Safety and Insurance Act Regulation 1101, there are different requirements for first aid materials depending on the number of employees. The amounts given in Appendix B are for more than five employees to fifteen employees. There are separate and unique requirements for employers with not more than five workers in any one shift at a place of employment and then for those workplaces with more than 15 but fewer than 200 in any one shift.