

| Policy History |
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| Policy No. SR7 |
| Approving Jurisdiction: President |
| Administrative Responsibility: Vice President, Human Resources |
| Effective Date: June 22, 2023 |

Occupational Health and Safety Policy

A. CONTEXT AND PURPOSE

Kwantlen Polytechnic University (referenced as KPU or the University) is committed to providing a safe and healthy working and learning environment and to promoting positive attitudes and behaviours towards physical and psychological health and safety within the institution. The University’s Occupational Health and Safety Program (the “OH&S Program”) will meet or exceed the requirements of the BC Workers’ Compensation Act, WorkSafeBC Occupational Health and Safety Regulation and all other applicable legislation relating to the promotion of health and safety and the prevention of accidents, occupational injuries and diseases.

B. SCOPE AND LIMITS

This Policy applies to all employees and contractors at KPU.

C. STATEMENT OF POLICY PRINCIPLES

The following principles will guide the University in the development, implementation and management of the University’s OH&S Program:

1. As a minimum standard, the University will comply with the Workers’ Compensation Act, Occupational Health and Safety Regulation, and applicable health and safety legislation;
2. The University will maintain an OH&S Program with the goal to prevent accidents, occupational injuries and diseases and apply strategies in support of promoting a psychologically safe workplace. The University is committed towards continuous improvement of its OH&S program;
3. The University will provide the information, instruction, training and supervision necessary to ensure the health and safety of employees and other workers in carrying out their work;
4. The University will outline and communicate the core health and safety responsibilities of supervisors, employees, students and contractors;

5. Occupational health and safety is the responsibility of every member of the University community. Those who are non-compliant or violate this policy may be subject to the University's administrative processes and associated discipline actions; and,
6. The University will support the recovery and rehabilitation of employees who have sustained a work-related injury or disease.

D. DEFINITIONS

Refer to the [Occupational Health and Safety Program](#) for a list of definitions in support of this Policy.

E. RELATED POLICIES & LEGISLATION

Workers' Compensation Act
BC Occupational Health and Safety Regulations
WorkSafeBC Prevention Manual and Guidelines
ST7 Student Conduct (Non-Academic)
HR21 Respectful Workplace Policy
SR8 Emergency Response to Inappropriate, Disruptive or Threatening Behaviour
SR9 Violence in the Workplace Policy

F. RELATED PROCEDURES

HR21 Respectful Workplace Procedure

G. RELATED DOCUMENTS

[Occupational Health and Safety Program](#)
Employee Code of Conduct