

HEALTH AND SAFETY

- POLICY -

All employees and students have a right to work and learn in a healthy and safe environment.

In accordance with the requirements of WorkSafe B.C., a comprehensive *Occupational Health and Safety Program* shall be established for employees. This Program shall be supported, maintained and integrated with operational activities. All employees shall follow the regulations and guidelines in the *District Occupational Health and Safety Program Manual*. This manual and related reporting forms shall be posted on the School District website.

The administration and coordination of the joint health and safety program shall be accomplished by School District No. 85 management staff, supported by representatives of the Vancouver Island North Teachers Association, Canadian Union of Public Employees Local 401, North Island Administrators Association and the Joint Health and Safety Committees at each worksite. The administration, management, supervisors and employees of the District shall work cooperatively to ensure the success of the program, and to this end, specific responsibilities are outlined in the *District Health and Safety Manual*.

At all times, employees and students are expected to follow safe work procedures and to participate actively in creating a healthy and safe working / learning environment. Students in classes where safety is an important factor, such as Science, Physical Education, Industrial Education or Home Economics, shall receive safety manuals and instruction regarding appropriate safety measures at the beginning of the course. In addition, students shall be reminded on a regular basis of the appropriate safety procedures required for that setting.