

Rights and Responsibilities

Both students and staff members have a right to expect a safe school environment.

To ensure this, school districts, like other employers in B.C., are responsible for

- Establishing and maintaining an occupational health and safety (OHS) program, including a written health and safety policy and an incident investigation procedure
- Providing workers with the information, instruction, training, and supervision necessary to protect their health and safety
- Providing and maintaining needed protective equipment (work gloves, safety goggles, etc.)
- Providing first aid facilities and services
- Identifying and promptly dealing with potential hazards to workers and students alike
- Consulting and cooperating with individuals carrying out OHS duties (e.g., joint committee members or worker health and safety representatives)

Supervisors are expected to follow through, giving health and safety the same priority as productivity or quality control.

Workers have health and safety responsibilities too, including

- Learning and following safe work procedures (this includes asking for training where needed and using protective clothing or safety equipment provided)
- Thinking safety — never engaging in horseplay or working while impaired
- Immediately reporting an unsafe situation or any injury to their supervisor/employer (See the Reporting poster for more on this.)
- Refusing to proceed with job tasks that they believe would put their health and safety at risk (See the Right to Refuse Unsafe Work poster for more on this.)

Ultimately, workplace safety is a shared responsibility, and everyone involved needs to learn about and observe the legal requirements set out in the *Workers Compensation Act* and the OHS Regulation.

In the OHS Regulation

- Part 3, Rights and Responsibilities

In the *Workers Compensation Act*

- Part 3, Division 3, Sections 115–117

Resources

Available from
WorkSafeBC.com/Publications

- *Effective Health and Safety Programs* (PH33)
- *Safety on the Job is Everyone's Business* (PL18)
- *How to Implement a Formal Occupational Health and Safety Program* (BK14; pages 2–5)

Safety is everyone's responsibility!

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