



**VICTORIA UNIVERSITY**  
IN THE UNIVERSITY OF TORONTO

OFFICE OF THE PRESIDENT  
73 QUEEN'S PARK CRESCENT  
TORONTO, ONTARIO M5S 1K7  
CANADA

T 416 585 4511  
F 416 813 4072  
VIC.PRESIDENT@UTORONTO.CA  
WWW.VICU.UTORONTO.CA

## **OCCUPATIONAL HEALTH AND SAFETY POLICY**

Victoria University is committed to providing a safe and healthy work and study environment and to the prevention of occupational illnesses and injuries through the promotion of health, safety and well-being for all its members, including employees, students, visitors and contractors. The University will comply with all applicable legal requirements such as the Occupational Health and Safety Act, regulations, codes, and other requirements to which the University subscribes, such as internal procedures, policies and standards. The University is committed to establishing and maintaining programs to identify and appropriately control workplace hazards and minimize risk; establishing best practices; providing for a joint health and safety committee to identify and address workplace hazards and workplace health and safety issues; providing appropriate tools and equipment; and providing suitable training and instruction to employees concerning workplace health and safety.

Under the Occupational Health and Safety Act and its regulations, all employees of the University, including student workers, dons, faculty, librarians, and staff, have responsibilities for ensuring health and safety in the workplace by working in compliance with the Act, its regulations and applicable policies and procedures as established by the University. When required by the University, workers must use and wear Personal Protective Equipment (PPE). Workers are also required to report any hazards or possible contraventions of the Act, regulations, and University policies and procedures to their supervisor immediately. All employees are expected to participate in and comply with the University's Early and Safe Return to Work program.

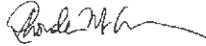
Managers and supervisors have an obligation to ensure that employees work in a safe manner and with the protective devices, measures and procedures required by the Act, applicable regulations and University specific requirements. Managers/supervisors will advise employees of the existence of any potential or actual danger to their health and safety of which the supervisor is aware. Managers/supervisors must also take every precaution reasonable in the circumstances for the protection of an employee.

All employees who fail to meet their obligations regarding health and safety may, depending on the circumstances, face discipline up to and including discharge.

The University is also committed to fulfilling its responsibilities concerning the health, safety and well-being of its students, and the University believes that this policy helps to facilitate that objective. Students are responsible for conducting themselves in a manner consistent with the health and safety of themselves and others.

Students who fail to meet these responsibilities may, depending on the circumstances, face sanctions under the provisions of the Code of Student Conduct or other appropriate policies of Victoria University.

All members of the University community must accept their responsibilities concerning the provision of a safe environment in which to work and study.



Rhonda N. McEwen  
President of Victoria University

Reviewed and approved by Senior Administrative Management group on September 1, 2023