



POLICY STATEMENT

Policy Name	Health and Safety		
Policy #	602	Category	Health and Safety
Policy Sponsor	Associate Vice President, Human Resources	Previous Revision Date	October 3, 2019
Policy Approved by	President & CEO	Issue or Revision Date	May 8, 2023
Procedures Approved by	CFO & Vice President, Administrative Services	Review Date	May 8, 2028

See the related [PROCEDURES](#).

PURPOSE

The purpose of this policy is to set out the governance framework for health and safety at Saskatchewan Polytechnic (Sask Polytech).

SCOPE

This policy applies to all members of the Sask Polytech community including but not limited to employees, students, student groups, volunteer staff, third-party tenants, contractors and board members.

GUIDING PRINCIPLES

In its governance and administration of health and safety, Sask Polytech is committed to the following guiding principles:

1. Providing and promoting a safe and healthy workplace for the Sask Polytech community
2. Viewing all incidents and occupational illnesses and injuries as preventable
3. Treating health and safety as a shared responsibility
4. Providing active leadership, cooperation and complete support to its health and safety program and in all of its health and safety practices
5. Complying with applicable occupational health and safety legal requirements
6. Communicating clear roles and responsibilities, as well as processes and resources, to ensure the continued operations of Sask Polytech under any emergency situations.
7. Protecting employees and students and ensuring continual improvement of work and study environments

8. Providing a process for setting and reviewing occupational health and safety objectives and targets
9. Communicating relevant health and safety expectations to the Sask Polytech community

POLICY

1. Sask Polytech recognizes the right that all employees, students and visitors have to a safe, healthy and secure work and learning environment and is committed to provide and maintain such an environment to the greatest degree possible in accordance with *The Saskatchewan Employment Act* and *The Occupational Health and Safety Regulations*.
2. Sask Polytech will meet its objectives by educating members of the Sask Polytech community of their responsibilities and duties in fulfilling the requirements of this policy through the following:
 - a. plans, frameworks, standard operating procedures and other supporting documents to support health and safety at Sask Polytech. Compliance with these supporting documents is required.
 - b. appropriate training on relevant health, safety and security expectations for employees, students and, where applicable, third parties on Sask Polytech's campuses and business locations.
3. Sask Polytech will have an emergency response plan, authorized by the Emergency Management Committee, to determine the overall management of emergency situations.

DEFINITIONS

Emergency: An urgent and/or critical situation that threatens or causes harm to people, the environment, Sask Polytech property and/or disrupts critical operations.

RELATED POLICIES/DOCUMENTS

Saskatchewan Polytechnic Emergency Response Plan
Saskatchewan Polytechnic Crisis Communication Plan
Saskatchewan Polytechnic Health and Safety Standards
Campus Emergency Response Plans
Code of Conduct #703
Fit for Duty and Learning #607
Harassment Prevention and Response #601
Sexual Assault and Sexual Violence #605
Student Conduct (Non-Academic) #1211a
Violence Prevention and Response #604

APPLICABLE LEGISLATION OR REGULATIONS

The Saskatchewan Employment Act
The Occupational Health and Safety Regulations