



POLICY STATEMENT

Policy Name	Health and Safety		
Policy #	602	Category	Health and Safety
Policy Sponsor	Associate Vice-President, Human Resources	Previous Revision Date	February 4, 2013
Policy Approved by	President & CEO	Issue or Revision Date	October 3, 2019
Procedures Approved by	CFO & Vice-President, Administrative Services	Review Date	October 2024

See the related [PROCEDURES](#).

PURPOSE

The purpose of this policy is to set out the governance framework for Health and Safety at Saskatchewan Polytechnic.

SCOPE

This policy applies to all members of the Saskatchewan Polytechnic 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, Saskatchewan Polytechnic is committed to the following guiding principles:

1. Providing and promoting a safe and healthy workplace for its employees, students, and visitors;
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 Saskatchewan Polytechnic 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 all employees, students, and visitors.

POLICY

1. Saskatchewan Polytechnic recognizes the right that all faculty, staff, 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. Saskatchewan Polytechnic will meet its objectives by educating members of the Saskatchewan Polytechnic community of their responsibilities and duties in fulfilling the requirements of this policy.
3. Saskatchewan Polytechnic will develop and implement plans, frameworks, Standard Operating Procedures, and other supporting documents to support Health and Safety and the organization. Compliance with these supporting documents is required.
4. Saskatchewan Polytechnic shall develop and implement appropriate training on relevant health, safety, and security expectations for employees, students, and, where applicable, third-parties on Saskatchewan Polytechnic's campuses and business locations.
5. Saskatchewan Polytechnic shall develop and implement 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, Saskatchewan Polytechnic 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
Policy # 604 Violence
Policy # 607 Fit for Duty and Learning

APPLICABLE LEGISLATION OR REGULATIONS

The Saskatchewan Employment Act
The Occupational Health and Safety Regulations