



Health and Safety

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Introduction

At First Nations University of Canada our vision is to treasure our collective values of wisdom, respect, humility, sharing, harmony, beauty, strength and spirituality. The Elders teach us to respect the beliefs and values of all nations. It is with this intent that the purpose of this policy is to value the safety and well-being of all faculty, staff and students and to provide a safe environment for working and learning that is free as free as possible from recognized hazards. The First Nations University of Canada is committed to providing leadership, cooperation and support to its health and safety programs and in all its health and safety practices to create an environment of working and learning that is safe and complies with the *Saskatchewan Employment Act* and *Occupational Health and Safety Regulations*.

This policy applies to all members of the University Community including individuals employed directly or indirectly at the university, students, contractors, volunteers, and visitors. This policy applies to the university premises and other work and study sites under the university's control.

Definitions

Student means a student registered, enrolled or participating in any course or program offered by the university.

Department means academic, research or administrative areas at the university, including but not limited to: faculties, departments, campuses, offices, and the university's libraries.

Activity includes any activity that is directly related to or arising out of the operations of the university at any location.

University Community includes:

- All current faculty, staff and students of the university
- Any person holding a university appointment whether or not that person is an employee
- Post-doctoral fellows
- Organizations and individuals required by contract to comply with university policies

- Members of the Board of Governors
- Visitors

Policy

The university is committed to meeting and, where practical, exceeding the requirements of applicable environmental health and safety statutes and regulations by controlling risk and preventing harm. This policy applies to members of the University Community including faculty, staff and students participating in an activity as well as separately incorporated organizations conducting activities on campus and others who participate in activities.

The university is committed to the integration of environmental health and safety planning, implementation, auditing and reporting into core university management activities and into existing cycles of academic and service planning.

Environmental health and safety is the responsibility of every member of the University Community and members of separately incorporated organizations conducting activities on campus and others who participate in activities.

Administrators and supervisors, whether academic or administrative, will take responsibility and accountability for the health and safety of those individuals and students under their direction and those work and study places under their charge. They will advise their employees and students of the existence of potential or actual hazards, and will ensure that they work safely and in accordance with *The Saskatchewan Employment Act* and *The Occupational Health and Safety Regulations*, and all applicable University policies, procedures and programs. They will take every precaution reasonable in the circumstances for the protection of their employees and students.

Role and Responsibilities

Administrators will:

- Provide the support and leadership necessary to ensure a safe and healthy work and learning environment
- Ensure that adequate resources are available to implement appropriate health and safety measures
- Require compliance with legislative requirements (Federal/Provincial acts, regulations, standards and guidelines and Municipal bylaws pertaining to health, safety and the environment)
- Provide any information, instruction, training or supervision that is necessary to protect the health and safety of students, faculty and staff
- Stop all unsafe work or learning activities

FIRST NATIONS UNIVERSITY OF CANADA

- Require that health and safety considerations form an integral part of the planning, design, construction, purchase and maintenance of all equipment, work activities, buildings and study activities
- Require that all health and safety policies, procedures and programs are implemented and enforced
- In partnership with Health, Safety & Environment, monitor and evaluate health and safety performance, and recommend measures to eliminate injury and illness
- Require that all incidents are reported and investigated, take action to prevent a recurrence where it is within their authority, participate in hazard identification, and take action to correct unsafe conditions and unsafe acts

Supervisors will:

- Plan and execute all activities in a manner that promotes compliance with this policy
- Formulate applicable specific safety rules and safe work procedures for their areas of supervision
- Ensure that individuals in their areas of responsibilities have been given adequate direction, training and instruction, and are competent in the safe performance of their work and learning activities, and that it is performed without undue risk
- Ensure that work and study areas under their control are regularly inspected to prevent the development of unsafe conditions or practices
- Report on substandard conditions or procedures to their immediate academic or administrative authority as necessary, and correct such conditions where it is within their authority to do so
- Stop all unsafe work or learning activities
- Ensure that all incidents and near miss incidents are reported and investigated, take action to prevent a recurrence where it is within their authority, participate in hazard identification, and take action to correct unsafe conditions
- Assess safety performance of students and employees as a part of their regular academic and work performance appraisal process

Employees and Students will:

- Refuse to do unusually dangerous work
- Plan and execute all activities in a manner that promotes compliance with this policy
- Practice safe work habits, and observe all safety rules and procedures established in their work and study areas
- Promptly report hazardous or unsafe equipment, conditions, procedures or behaviour to a supervisor, and make suggestions for their correction or take corrective action where authorized
- Immediately report to a supervisor all work/study-related injuries, and obtain medical treatment if necessary without delay

Contractors, subcontractors, suppliers and others providing a service for the First Nations University will:

- As part of their contracts, agree to comply with all relevant health and safety legislation and University policies, procedures and programs where directed by the University

FIRST NATIONS UNIVERSITY OF CANADA

- Provide as required a site specific safety plan that speaks directly to the job being completed. This plan shall be completed prior to the commencement of work and must be regularly updated.

University Occupational Health and Safety Committee (OHC) will:

- assist in the development and maintenance of University policies on health and safety matters
- consult to resolve health and safety matters
- provide advice and recommend actions to ensure the health and safety of all members of the University community
- promote health and safety awareness
- assist in ensuring that this policy is kept current and receive suggestions and recommend actions for policy/program improvements

Consequences for Noncompliance

All members of the University community are subject to the requirements of this policy. Violations place the University at significant risk and are subject to appropriate corrective administrative, academic or non-academic discipline and could result in disciplinary action up to and including termination of the member's position with the University, or in the case of a student, an academic suspension. Significant legal penalties may also be assessed under *The Saskatchewan Employment Act* and *The Occupational Health and Safety Regulations, 1996*.

Related Information

- [Incident Report Form](#)
- [The Saskatchewan Employment Act](#)
- [The Occupational Health and Safety Regulations, 1996](#)