



Section of Policy Manual: Personnel	Policy No. : PER-17
Subject: Health and Safety	Policy Approval Date: Sept. 14, 2023
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The Gravenhurst Public Library Board and CEO/Chief Librarian are committed to the establishment of a healthy and safe workplace and to the integration of health and safety practices in all areas of the workplace. The underlying principle of the policy is the responsibility of all employees in maintaining a safe workplace which is best achieved through consultation and co-operation between management and employees.

Section 1: Legislative Requirements

1. The **Occupational Health and Safety Act (OHSA)** requires those who have any degree of authority over the workplace to ensure a safe and healthy work environment.
2. The requirements of the **OHSA** apply to every worker who is being paid, regardless of the location where the work is performed. If workers work at home and are being paid or are driving and being paid en route, they are covered under the Act.
3. If a paid worker suffers a critical injury (see Appendix A), the **OHSA** requires that the employer immediately notify the Ministry of Labour Health & Safety Contact Centre and the Workplace Health and Safety representative. The employer and the employee health and safety representative must prepare a written report (see Section 4), and forward to a director of the Ministry of Labour within 48 hours. (See Appendix A).
4. The **OHSA** sets out duties with respect to workplace safety, and materials and equipment in the workplace. Section 25(2) of the *Occupational Health and Safety Act* requires employers to annually prepare and review a written occupational health and safety policy and develop and maintain a program to implement that policy.



5. **Ontario Regulation 297/13 Occupational Health and Safety Awareness and Training** requires a worker to complete a basic occupational health and safety awareness training program upon commencing employment.

Section 2: Rights of the Worker

1. A worker has the following rights:
 - a) to participate in the process of identifying and resolving workplace health and safety concerns
 - b) to know about potential hazards to which they may be exposed
 - c) to refuse work that they believe is hazardous to either their own health and safety or that of another worker
 - d) all other rights indicated in the **Occupational Health and Safety Act**.

Section 3: Responsibilities

1. The Ontario **Occupational Health and Safety Act** (OHSA) and its regulations impose a legal duty on employers and on supervisors for ensuring the well-being of workers under their supervision and to take reasonable measures to protect their safety.
2. The Gravenhurst Public Library Board delegates authority to administer and direct health and safety to the Library CEO/Chief Librarian.
3. The Library CEO/Chief Librarian is responsible for:
 - a) ensuring adherence to the principles of this policy
 - b) ensuring compliance with all applicable health and safety legislation
 - c) ensuring training and procedures for effective health and safety program management, including adequate allocation of funds and resources
 - d) investigating all accidents involving personal injury and reporting incidents to the proper authorities when required
 - e) addressing employees' safety concerns promptly
 - f) ensuring that health and safety infractions are addressed
 - g) making sure that work is done safely
 - h) ensuring employees are aware of hazards and how to protect themselves
 - i) maintaining an orderly and uncluttered work area
 - j) providing adequate training to employees in order to protect their health and safety



- k) investigating in the presence of the employee health and safety representative, refusals to work or, in the event that they are not available, a fellow employee.
4. Employees are responsible for:
- a) knowing procedures to follow in the case of accidents or sudden illnesses
 - b) reporting any known hazards to the CEO/Chief Librarian and/or the employee health and safety representative
 - c) reporting any accidents or injuries to the CEO/Chief Librarian and/or the employee health and safety representative
 - d) understanding the hazards associated with any materials they used and all relevant safety information regarding their use
 - e) reporting any missing or defective equipment
 - f) maintaining an orderly and uncluttered work area
 - g) operating any equipment in a way that will not endanger any employee
 - h) knowing the location of the first aid kit
 - i) knowing the locations and use of the fire extinguishers as well as the location of emergency exits
 - j) participating in fire drills and other emergency evacuation procedures.

Section 4: Emergency Response Information for Employees with Disabilities

1. In accordance with ***Ontario Regulation 165/16 Integrated Accessibility Standards*** the Library will provide individualized workplace emergency response information for an employee who has a disability, if the disability is such that the information is necessary and the Library is aware of the need for accommodation due to the employee's disability.
2. With the employee's consent the workplace emergency response information shall be provided to the person designated to provide assistance.
3. The individualized workplace emergency response information shall be reviewed when:
 - a. the employee moves to a different work location,
 - b. the employee's overall accommodation needs are reviewed, and
 - c. the overall emergency response procedures are reviewed.



Section 5: Health and Safety Representative

1. The **OHSA** requires that a workplace with fewer than 20, but more than five employees, have a workplace Health and Safety Representative. In accordance with Section 8 of the *Occupational Health and Safety Act*:
 - a) employees will appoint one health and safety representative from among the workers who does not exercise managerial functions and has powers as set out in Section 8(11) of the **OHSA**
 - b) the Gravenhurst Public Library Board will pay the representative while carrying out their duties.

2. The Health and Safety Representative will, in accordance with Section 8 of the **OHSA**:
 - a) identify workplace hazards
 - b) inspect the workplace at least once a month
 - c) be consulted about workplace testing
 - d) make recommendations to the CEO/Chief Librarian
 - e) investigate work refusals and serious accidents
 - f) maintain a health and safety bulletin board which will include but not be limited to:
 - i. a copy of the **Occupational Health and Safety Act**
 - ii. copies of the following Gravenhurst Public Library policies: **PER-17 Health and Safety**, **PER-01 Working Alone**, **PER-13 Human Rights – Discrimination and Workplace Harassment**, and **PER-14 Prevention of Workplace Violence**
 - iii. the most recent version of the poster from the Ministry of Labour entitled **What You Should Know About the Ontario Employment Standards Act**
 - iv. the most recent version of the poster from the Workplace Safety and Insurance Board entitled **In Case of Injury--1234**
 - g) be trained in basic first aid by an accredited agency
 - h) maintain the first aid box which meets the requirements of the **Workplace Safety and Insurance Act Regulation 1101** (For contents, see Appendix B of this policy).

Section 6: Working Alone

1. Working alone describes a situation where a person is the only employee in the Library, or where the employee does not have direct contact with a co-worker.



2. The Gravenhurst Public Library Board directs the CEO/Chief Librarian to develop a plan for working alone (**Policy PER-01**). The plan identifies the occupational hazards, risks, procedures for personal safety, special training, and emergency assistance in the event of an incident when working alone. In addition:
 - a) all employees will be made aware of potential risks and will be trained on procedures when working alone
 - b) employees will not work alone in the Library without the prior consent of the CEO/Chief Librarian
 - c) volunteers and students will not work alone.

Related Documents:

Appendix A: Ministry of Health and Safety Contact Centre

Appendix B: First Aid Station Requirements

Gravenhurst Public Library Policy **PER-01: Working Alone**

Gravenhurst Public Library Policy **PER-13: Human Rights- Discrimination and Workplace Harassment**

Gravenhurst Public Library Policy **PER-14: Prevention of Workplace Violence Occupational Health and Safety Act**, R.S.O. 1990, chapter O.1

Ontario Regulation 165/16 Integrated Accessibilities Standards s. 27

Ontario Regulation 297/13 Occupational Health and Safety Awareness and Training