



BRACEBRIDGE LIBRARY POLICIES AND PROCEDURES

Policy Number: OP-32
Title: Health & Safety of Staff

Category: Operational
Policy Replacing: OP-32 (2024)

Board Approval Date: November 2025

Year of next review: 2026

PURPOSE:

The library board and CEO are committed to the establishment of a healthy and safe workplace and 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. This policy applies to all employees, volunteers, students, contractors, consultants, board members and other persons engaged in work or operations under the control of the Library.

POLICY STATEMENT:

Section 1: Legislative Requirements

1. The **Occupational Health and Safety Act (OHSA)** requires those who have any degree of control over the workplace to ensure a safe and healthy work environment.
 - a. 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 enroute, they are covered under the Act.
 - b. If a paid worker suffers a critical injury, 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 *Bracebridge Library Incident Report* form and forward it to a director of the Ministry of Labour within 48 hours. (See Appendix A).
 - c. The **OHSA** sets out duties with respect to workplace safety, and materials and equipment in the workplace. Section 25(2) of the **OHSA** requires employers to prepare and review at least annually a written occupational health and safety policy and develop and maintain a program to implement that policy.
 - d. **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.

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 they may be exposed to in the workplace
 - c. to refuse work that they believe is hazardous to either their own health and safety or that of another worker
 - d. to have protection from reprisal for exercising any of these rights
 - e. all other rights indicated in the **OHSA**

Section 3: Responsibilities

1. The **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.

The Library Board is responsible for:

- a. Shall ensure that the Library complies with all applicable health and safety legislation.
- b. Shall review and approve this policy annually or as required under the OHSA.
- c. Shall support a culture of safety through adequate funding and oversight.
- d. The Library Board delegates authority to administer and direct health and safety to the Library CEO.

The Library CEO 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 proper authorities when required
- e. addressing employees' safety concerns promptly
- f. ensuring that health and safety infractions are addressed

Supervisors are responsible for:

- a. making sure that work is done safely
- b. ensuring employees are aware of hazards and how to protect themselves
- c. maintaining an orderly and uncluttered work area
- d. providing adequate training to employees in order to protect their health and safety
- e. 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

Employees are responsible for:

- a. knowing procedures to follow in the case of accidents or sudden illnesses
- b. reporting any known hazards to their supervisors
- c. reporting any accidents or injuries to their supervisors
- 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 procedure

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.

With the employee's consent the workplace emergency response information shall be provided to the person designated to provide assistance.

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 twenty (20) or more workers have a joint health and safety committee. Workplaces with fewer than twenty (20), but more than five (5) employees, must have at least one (1) workplace Health and Safety Representative. Employees will appoint health and safety representative(s) from among the workers who do not exercise managerial functions.
2. The Joint Health & Safety Committee will:
 - a. Conduct monthly workplace inspections.
 - b. Identify and make recommendations regarding hazards.
 - c. Participate in incident investigations.
 - d. Be trained in basic occupational health and safety awareness and first aid.
3. The library will pay the health and safety representative while carrying out their duties
4. The Health and Safety Representative will, in accordance with the OHSA:
 - a. Identify workplace hazards

- b. Inspect the workplace at least once a month
- c. Be consulted about workplace testing make recommendations to the CEO
- d. Investigate work refusals and serious accidents
- e. Be trained in basic first aid by an accredited agency
- f. Maintain the first aid box which meets the requirements of the **Workplace Safety and**
- g. **Insurance Act Regulation 1101**
- h. Maintain a health and safety bulletin board which will include but not be limited to: a copy of the **Occupational Health and Safety Act** and information about accessing the document electronically
 - i. Copies of the following Trillium Public Library policies: HR-09 Health and Safety, HR-08 **Prevention of Workplace Violence, and HR-07 Human Rights – Discrimination and Workplace Harassment**
 - ii. The most recent version of the poster from the Ministry of Labour entitled **What You Should Know About the Ontario Employment Standards Act**
 - iii. The most recent version of the poster from the Workplace Safety and Insurance Board entitled **In Case of Injury--1234**

Section 6: Working Alone

- I. 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.
 - a. The library board directs the CEO to develop a plan for working alone. 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.
 - b. all employees will be made aware of potential risks and will be trained on procedures when working alone
 - c. employees will not work alone in the library without the prior consent of the CEO
 - d. volunteers and students will not work alone

Previous Revisions: OP-32: Health & Safety (2022)

Related Documents: Workplace Violence; OP-25: Workplace Harassment & Discrimination; 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

