

Complete Program Title: Workplace & Environmental Health and Safety Policy	Risk Management Manual (RMM) Number: 100
Approved by:  President and Vice-Chancellor	Date of Most Recent Approval: January 2023
Date of Original Approval: January 2005	Supersedes/Amends Program dated: January 2022
Responsible Executive: President and Vice-Chancellor	Enquiries: Environmental and Occupational Health Support Services (EOHSS) eooss@mcmaster.ca
DISCLAIMER: <i>If there is a discrepancy between this electronic program and the written copy held by the program owner, the written copy prevails.</i>	

McMaster University is committed to providing and maintaining healthy, physically and psychologically safe working and learning environments for all workers, students, volunteers and visitors. This is achieved by observing best practices which meet or exceed the standards to comply with legislative requirements as contained in the Ontario Occupational Health and Safety Act (OHSA), Environmental Protection Act, Nuclear Safety and Control Act and other statutes, their regulations, and the policies, programs and procedures established by the University. To support this commitment both McMaster University and its workers, as defined by OHSA, are responsible jointly to implement and maintain an Internal Responsibility System directed at promoting health and safety, preventing incidents involving occupational injuries and illnesses or adverse effects upon the natural environment.

McMaster University is committed to a psychologically healthy and safe working and learning environment in alignment with principles of the [National Standard for Psychological Health and Safety in the Workplace](#).

McMaster University is equally committed to preventing accidents in the workplace. This is achieved by continuous improvement of risk management programs, workplace inspections and health and safety training programs. The University is committed to a fair and consistent approach to early and safe reintegration to the workplace following occupational injuries and illnesses.

The University is responsible for the provision of information, training, equipment and resources to support the Internal Responsibility System to ensure compliance with all relevant statutes, this policy and internal health and safety programs. Managers and Supervisors are accountable for the safety of workers within their area, for compliance with statutory and University requirements, and are required to support Joint Health and Safety Committees. Workers are required to work in compliance with statutory and University requirements, and to report unsafe conditions to their supervisors.

Contractors and subcontractors undertaking to perform work for McMaster University must, as part of their contract, comply with all relevant workplace and environmental health and safety statutes and meet or exceed the University's Workplace & Environmental Health and Safety Program requirements.

In addition to the above stated managerial responsibilities, Deans, Directors, Chairs, Research Supervisors and other Managers are also accountable for the safety and prevention of accidents involving students, volunteers and visitors who work and/or study within their area of jurisdiction. Students are required by University policy to comply with all University health, safety and environmental programs.

Implementation:

The authority and responsibility for the administration of procedures and programs to provide for the implementation of this policy is assigned to the Office of the Vice President, Operations and Finance.

Environmental and Occupational Health Support Services is responsible for facilitating the development, implementation and auditing of the Health and Safety Programs effective under this policy. This is achieved through the implementation of a risk management system that is directed at supporting the Internal Responsibility System through the application of best practices for the management of occupational, environmental, public health and safety related risks.

The Office of the Vice President, Operations and Finance will provide reports to the University Board of Governors concerning the status and effectiveness of the Workplace and Environmental Health and Safety System and any notices of violation issued to the University regarding breaches of workplace health and safety, Workplace Safety and Insurance Act or environmental protection statutes.