



KAWARTHA PINE RIDGE DISTRICT SCHOOL BOARD

POLICY STATEMENT

Section: Human Resources

- **Employee Relations**

Policy Code: HR-4.1

Policy: OCCUPATIONAL HEALTH AND SAFETY

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1. The Kawartha Pine Ridge District School Board recognizes that safe, nurturing, positive and respectful working and learning environments are integral to achieving excellence in education.

The Kawartha Pine Ridge District School Board is committed, through shared responsibilities, effective programming and continuous improvement, to providing a secure, healthy and safe environment for its staff and students.

The Kawartha Pine Ridge District School Board endorses an internal responsibility system in which workplace health and safety are the shared responsibility of both the employer and its employees, and everyone has direct responsibility for health and safety in their role. As such, the Kawartha Pine Ridge District School Board encourages the active participation of all employees in the prevention of accidents, violence, harassment¹, occupational injuries and illness, and in the promotion of health and safety in the workplace.

2. Administrative regulations reflecting the philosophy of this policy will be maintained.
3. This policy will be posted in every workplace.
4. Legislative References: Occupational Health and Safety Act.

Established: November 11, 1999 Revised/Reviewed: November 2004
September 24, 2009
March 27, 2014
January 22, 2019

¹ [Board Policy HR-4.2, Workplace Harassment](#)