

414 OCCUPATIONAL HEALTH AND SAFETY

Overview

Canadian Rockies School Division is committed to a health and safety program that protects our staff, students, and other members of the public who enter onto our property.

Employees at every level are responsible and accountable for Canadian Rockies School Division's health and safety performance. Active participation by everyone, every day, in every job is necessary for the health and safety excellence that Canadian Rockies School Division expects.

All aspects of Occupational Health and Safety are covered in the CRPS *Occupational Health and Safety Manual*.

Compliance with the Canadian Rockies School Division health and safety program and the Alberta Occupational Health and Safety legislation is necessary to maintain a healthy and safe work environment. As with any program, corrective disciplinary measures may be required to deal with non-compliance issues. Furthermore, all non-compliance issues shall be documented and placed within the individuals personnel file.

In general, the following disciplinary actions will be considered depending on the frequency and severity of the offence:

1. Verbal warning
2. Written warning
3. Suspension
4. Termination

References

Section 33,52,53,68,197,204,222 Education Act
Occupational Health and Safety Act
General Safety Regulation (AR 448/83)
Working Alone Safely: A Guide for Employers and Employees

History

Developed: August 2003
Amended: September 19, 2012
Amended: June 2020