



TIMES CHANGE
WOMEN'S EMPLOYMENT SERVICE

HEALTH AND SAFETY POLICY

Every employee has the right to work in a safe and healthy workplace. Times Change Women's Employment Service Inc. recognizes that the maintenance of a safe, healthy and scent-free environment is a cornerstone to protecting our staff, contractors, volunteers and students, as well as maintaining an effective workplace and providing our services to our clients. As such, Times Change will meet all applicable legislated standards, rules and regulations as set out in Ontario's Occupational Health and Safety Act (OHSA), including workplace violence, as well as the Workplace Safety and Insurance Act, the Collective Agreement and all other related regulations and standards.

Times Change will take all reasonable measures to prevent, reduce and control injuries, illness and violence, both physical and psychological, in the workplace. Times Change will implement and maintain safe work practices (through the Health and Safety/Workplace Violence program) to safeguard all employees, contractors, volunteers, students and clients.

All employees, volunteers, contractors and students will comply with this policy and observe all rules and procedures of Times Change, as well as all the applicable legislated standards, and guidelines. Staff will participate in training as required by OHSA.

The Health and Safety Representative of Times Change will play a key role in informing the Collective and the Board of Directors of their health and safety rights and responsibilities. Staff will play a key role in identifying any issues and/or concerns. All related policies, procedures and programs will be reviewed annually.

Signed by the Times Change Board of Directors:

Janet Osbende
President, Board of Directors

May 7, 2020
Date

Nicole Borland
Secretary, Board of Directors

May 7, 2020
Date