

Policy Name:	Environmental Health and Safety
Originating/Responsible Department:	Department of Risk Management
Approval Authority:	Senior Management Committee
Date of Original Policy:	October 2007
Last Updated:	November 2025
Mandatory Revision Date:	November 2026
Contact:	Associate Vice President, Department of Risk Management

Policy Statement:

Carleton University is committed to the protection of the health, safety, and wellbeing of all members of the university community. The university strives to promote a strong and sustainable culture of a safe and healthy workplace and study environment that will facilitate the awareness of risk and the prevention of injury and illness, in an environment free from violence and harassment.

The university will adhere to all applicable environmental and occupational health and safety legislation. The university will adopt best practices that exceed minimum legislated requirements as may be considered reasonable and appropriate to ensure the health, safety and well-being of the Carleton community. The university will work towards continuous improvement of its health and safety programs. Further, the university will integrate environmental, health, and safety considerations into all decisions and approvals relating to growth, planning, infrastructure, and development.

Purpose:

This policy fulfills the university's legal obligations under the *Occupational Health and Safety Act* to have a Health and Safety Policy which is renewed annually. Further, this policy confirms the university's commitment to ensuring a strong and sustainable health and safety culture.

Scope:

This policy applies to all members of the Carleton University community, including the university's employees, volunteers, students and visitors. Contractors hired by the University are also required to observe and comply with this policy where applicable. The policy applies wherever university activities occur. This includes the physical campus, while conducting field work, on official university business, and while working remotely or on a flexible work arrangement.

Procedure:

The university will ensure the health, safety and well-being of the Carleton community through the development and implementation of various programs to educate the community on the *Occupational Health and Safety Act* and other related applicable law as well as to introduce and maintain various processes to ensure a safe learning and work environment.

The university is committed to:

- Engaging, communicating, and encouraging the active participation of all members of the university community;
- Identifying and eliminating hazards and reducing occupational health and safety risks, injuries and illnesses;
- Providing appropriate training and education;
- Measuring and communicating performance; and
- Continually improving the university's organizational health and safety management system, and its health and safety culture.

Roles and Responsibilities:

The responsibility for health and safety in the workplace is identified in the *Occupational Health and Safety Act* and is outlined in greater detail in the Carleton University Health and Safety Management System.

In general, the university and every individual at all levels of the organization, including senior management, academic and professional staff, students and visitors, are responsible for complying with all applicable health and safety requirements in keeping with the Internal Responsibility System (IRS); including legislated requirements and University policies and procedures.

Every precaution reasonable will be taken to ensure the provision of a workplace where workers are not impaired while performing their work, and ensuring workers are not introducing hazards to the workplace as a result of impairment from substance use.

Persons with authority to direct the work of and assign tasks to others are supervisors and are responsible for ensuring that safe and healthy work conditions are maintained and that safe work practices are followed in their assigned areas. Supervisors and managers will identify and inform their direct reports of all hazards in their workplace, all applicable health and safety requirements to ensure work is carried out in a safe manner and will enforce such requirements to ensure compliance, including addressing and correcting health and safety hazards or non-compliance when identified.

Employees are responsible to protect their own health and safety by reporting health and safety concerns, working safely in compliance with the relevant legislation and within the safe work practices and procedures established by their Supervisors and managers and the University.

Employees are required to complete specified health and safety training upon hiring, as new situations arise or as dictated by best practices, and to complete periodic refresher training thereafter as directed.

Failure of employees to meet their obligations concerning health and safety, including to be informed, to comply, and/or to supervise may result in disciplinary action by the employer up to and including dismissal.

While students are not generally subject to provincial health and safety legislation, if they are fulfilling a work placement during the course of their studies, certain legislative elements do apply. Nonetheless,

students are responsible for acting in a manner that protects the health and safety of themselves and others and for complying with all applicable university health and safety requirements and in accordance with the Students Rights and Responsibilities Policy.

Contacts:

Associate Vice President, Department of Risk Management
Director, Environmental Health and Safety

Links to related Policies:

Alcohol and Cannabis Use
Asbestos Management
Bicycles, E-Bikes, Rollerblades, Scooter and Skateboard
Campus Emergency Phones
Chemical Pesticide Use
Domestic Animals on Campus & Guidelines
Environmental Health and Safety Guideline - Impairment at Work
Hazard Reporting
Indoor Temperature Extremes & Guidelines
Responsible Conduct of Research
Risk Management
Roof and Service Area Access
Students Rights and Responsibilities
Tobacco Smoking and Cannabis Consumption on Campus
Tunnel Carts
Workplace Harassment Prevention
Workplace Violence Prevention