



Health and Safety

Category:	Employment
Number:	
Audience:	University Employees
Last Revised:	September 22, 2018
Owner:	President
Approved by:	Board of Governors
Contact:	Vice President Finance and Administration at (306) 790-5950 ext. 2100

Introduction

At First Nations University of Canada our vision is to treasure our collective values of wisdom, respect, humility, sharing, harmony, beauty, strength and spirituality. The Elders teach us to respect the beliefs and values of all nations. The University values the safety and well-being of all faculty, staff and students and is committed to providing leadership, cooperation and support to its health and safety programs and practices to create a safe working and learning environment. The University shall comply with the *Saskatchewan Employment Act* and *Occupational Health and Safety Regulations*.

As the University believes that a commitment to safety needs to be shared, this policy applies to all employees, contractors, students, and others in the university community and must be considered when making decisions.

Copies of the Health and Safety Policy will be posted in visible locations in all University work areas.

Definitions

Student: means a student registered, enrolled or participating in any course or program offered by the university.

Department: means academic, research or administrative areas at the university, including but not limited to: faculties, departments, campuses, offices, and the university's libraries.

Activity: includes any activity that is directly related to or arising out of the operations of the university at any location.

University Community includes:

- All current faculty, staff and students of the university
- Any person holding a university appointment whether or not that person is an employee
- Post-doctoral fellows
- Organizations and individuals required by contract to comply with university policies
- Members of the Board of Governors
- Visitors

Supervisor: is a person authorized by the University to oversee or direct the work of employees, including research supervisors, principal investigators, department heads, deans, managers and any other persons in positions of authority.

Employee: is any full or part-time permanent, term or casual faculty or staff member and any person who teaches, conducts, research, or works at or on behalf of the University. Includes, but is not limited to, student employees, adjunct and sessional faculty members, librarians, program directors, post-doctoral fellows, emeriti, and visiting professors.

Hazard: means a situation, condition, or thing that may be dangerous to the safety or health of employees.

Safety Culture: means shared beliefs, values, attitudes, standards, commitment, credibility and leadership that shape the perceptions of the company and its management, supervisors, and workers. These attributes create the foundation for a culture that believes zero incidents, accidents and injuries are achievable within the University.

Policy

The University is committed to meeting and, where practical, exceeding the requirements of applicable environmental health and safety statutes and regulations by controlling risk and preventing harm. As safety is a top priority, this policy applies to and is the responsibility of: all members of the University Community, students, and separately incorporated organizations conducting activities on campus.

The University is committed to the integration of environmental health and safety planning, implementation, auditing and reporting into core university management activities and into existing cycles of academic and service planning. The continuous promotion of safety of the employees, contractors, students and the public within the communities in which we operate, will reflect the University's commitment to safety.

Administrators and supervisors, whether academic or administrative, will take responsibility and accountability for the health and safety of those individuals and students under their direction and those work and study places under their charge. They will advise their employees and students of the existence of potential or actual hazards and will ensure that they work safely and in accordance with *The Saskatchewan Employment Act* and *The Occupational Health and Safety Regulations*, and all applicable University policies, procedures and programs. They will take every precaution reasonable in the circumstances for the protection of their employees and students.

Copies of this policy will be posted in visible locations in all University work areas.

Consequences for Noncompliance

All members of the University community are subject to the requirements of this policy. Violations place the University at significant risk and are subject to appropriate corrective administrative, academic or non-academic discipline and could result in disciplinary action up to and including termination of the member's position with the University, or in the case of a student, an academic suspension. Significant

legal penalties may also be assessed under *The Saskatchewan Employment Act* and The Occupational Health and Safety Regulations, 1996.

Related Information

- Health and Safety Policy – Procedure Statement
- [Incident Report Form](#)
- [The Saskatchewan Employment Act](#)
- [The Occupational Health and Safety Regulations, 1996](#)
- Working Alone Policy