Greater Essex County District School Board

Policy: Health and Safety, Workplace Violence and Workplace Harassment

Reference No: P-BA-06

Occupational Health and Safety

The Board supports a safe, healthy working environment for all Greater Essex County District School Board employees.

Under the Occupational Health and Safety Act (OHSA), the Board, as the employer, is responsible to establish, maintain and enforce its Health and Safety Policy and Management Programs. The Board shall conduct an annual review of its Health and Safety Policy.

Workplace Violence

The Board supports protection from Workplace Violence as defined under OHSA for all employees. Violence in the workplace is unacceptable. Everyone should be able to work without fear of violence, in a safe and healthy workplace.

Under OHSA, the board, as the employer, is responsible for establishing and maintaining a Workplace Violence policy along with a program to implement that policy.

Workplace Harassment / Workplace Sexual Harassment

The Board is committed to providing a Workplace Harassment and Workplace Sexual Harassment free working environment as defined under OHSA. Workplace Harassment and Workplace Sexual Harassment is unacceptable, and the Board will take all reasonable steps to prevent it and, where it has occurred, to respond decisively and effectively.

Under OHSA, the board, as the employer, is responsible for establishing and maintaining a Workplace Harassment / Workplace Sexual Harassment policy along with a program to implement that policy.

Workplace Harassment and Workplace Sexual Harassment could also fall under protected grounds on the Ontario Human Rights Code. The Board acknowledges its responsibilities under the Ontario Human Rights Code to foster welcoming and inclusive work environments and to address Code-related harassment and discrimination when they do occur.

Commitment to Health & Safety

The Board's commitment to Health & Safety is further exemplified by requiring the signatures of the Director of Education, Site Supervisor and OJH&SC worker member(s) on each site's posted copy of BA-06 Policy and Regulation. While this is not a legislative requirement under the OHSA, it is a best practice which signifies the commitment to Health & Safety at all levels of the organization (i.e. Employer, Supervisor, Worker) at each work site.



Director of Education and Secretary of the Board

Site Principal / Supervisor

Site OJH&SC Worker