

Health and Safety Policy

This document is the parent policy for any College procedures or regulations. Questions regarding this policy are to be directed to the identified Policy Administrator.

Policy Statement:

The Board of Governors of is committed to Health and Safety practices that protect the College community (its employees, students, Board of Governors, volunteers and guests), and College property.

Sponsor:	Governance
Policy Owner:	Board of Governors
Policy Administrator:	Executive Director, Human Resource and Health & Safety
Approved By:	Board of Governors
Approval Date:	April 16, 2025
Effective Date:	April 16, 2025

Objective:	The College is committed to the health and safety of employees, students and other stakeholders.
Guidelines:	<ol style="list-style-type: none"> 1. The Board of Governors endeavors to provide a hazard free work and learning environment by adhering to all relevant Alberta health and safety legislation. Additionally, the Board of Governors strives to promote and maintain the highest degree of physical, psychological, and social well-being of all members of the College community. To this end, Occupational Health and Safety shall be a primary objective in every area of operation within the College. 2. Management will provide competent leadership by adhering to the Alberta Occupational Health and Safety Act, Regulation, and Code. Management will ensure that all employees review and acknowledge the current college formal Hazard Assessment, as well as any other relevant safety documentation, to maintain a safe working environment in compliance with provincial safety legislation. Additionally, they will inform employees of any known health and safety hazards in the area in which they are performing their primary work duties. Management will also ensure that all members of the College community are made aware of, and will comply with all applicable provincial legislation concerning health and safety. 3. To meet this commitment, all Northern Lakes College employees are responsible and accountable for maintaining a healthy and safe working and learning environment for themselves and their colleagues.
Definitions:	N/A

Related Northern Lakes College Documents:	Governance – Board of Governors Code of Conduct Policy Human Resources – Employee Code of Conduct Policy Human Resources – Respectful Workplace Policy Student Services – Student Conduct Policy
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	Health and Safety - Hazard Assessment Procedure Human Resources – Respectful Workplace Procedure
Related External Information:	Alberta Occupational Health and Safety Act, Regulation and Code
Stakeholders Consulted:	Employee Management Advisory Committee: Oct 28, 2014, Mar 17, 2020; Mar 18, 2025 Occupational Health & Safety Committee: Feb 7, 2005; Nov 3, 2014, Feb 12, 2020; Mar 19, 2025 Operations Policy Review Committee: Jan 14, 2015 (defunct) Senior Leadership Team: Nov 12, 2014 Senior Management Team: Sep 9, 2009 (defunct) President’s Advisory Team: Apr 9, 2025
Next Review Date:	April 15, 2030
Revision History:	April 2005: New September 2009 October 2014 February 19, 2015 February 24, 2020: New template April 23, 2020: Reaffirmation of policy and update to guidelines April 16, 2025: Revision to guidelines and related documents