

THE CORPORATION OF THE TOWNSHIP OF LAIRD

By-Law No. 2001-23

Being a by-law to approve a policy for the Occupational Health and Safety of Employees in the Workplace.

WHEREAS the Township of Laird complies with the *Occupational Health and Safety Act*, R.S.O 1990, Section 9.

NOW THEREFORE THE COUNCIL OF THE CORPORATION OF THE TOWNSHIP OF LAIRD ENACTS AS FOLLOWS:

1. That the aforementioned Policy is attached hereto as "Schedule A" and forms part of by-law Number 942-14.
2. This by-law rescinds by-law 942-14 passed in Open Meeting on February 5, 2014.
3. This by-law shall come into force and take effect immediately upon the final passing of same.

PASSED in open meeting this 19th day of October, 2023.

Mayor _____
Shawn Evoy

Seal

Clerk _____
Jennifer Errington

**Schedule A
to By-law Number 2001-23**

Health and Safety Policy

Township of Laird is committed to preventing injury or occupational illness in the workplace. We recognize that all workers have the right to work in a safe and healthy workplace; and every reasonable measure will be taken to provide and maintain a safe and healthy work environment for all workers, sub-contractors, and the general public.

The Township shall strive to provide policies, programs and training to address, eliminate, and control hazards which may result in injury, illness, or losses. We are committed to ongoing evaluation and improvement of our program. Through formalized audits and routine inspections, we will strive for continuous improvement to our Health and Safety Management System.

The Township of Laird Management, Supervisory Staff, Employees, Sub-Contractors, and all other workers under the control of the Township of Laird are responsible to work in compliance with established protocols and procedures. This will include as a minimum, the Ontario Occupational Health & Safety Act, Workplace Safety and Insurance Act requirements, all other applicable Regulations, and the Township of Laird Health and Safety Program. It may also include Authority Safety Requirements (Municipal or Owner generated) as well as the Employer's Safety Program.

Supervisory staff is responsible for ensuring that their assigned work areas are maintained in safe and healthy work conditions. Supervisors will be provided with the training, tools, and materials to ensure their competency and ability to maintain a healthy and safe working environment. Workers shall be made knowledgeable of the hazards in their workplace so that they uphold their responsibilities of working to all safety standards.

We encourage everyone to take an active, positive position with regard to health and safety, as this is of fundamental importance to the success of Township of Laird's endeavors. We anticipate and expect that all persons involved will reflect our level of commitment directly and indirectly with our Township. Any person who feels that their contribution to the health and safety process would be significant is encouraged to discuss this with Supervision and Management so that together we can make a difference.

Township of Laird is committed to providing a safe and healthy workplace free from actual, attempted or threatened violence and/or harassment.

We realize that achieving these goals is not a light undertaking, and we wish to stress to all persons on, or associated with our Township, that we expect all persons to accept their respective health and safety responsibilities. In fairness to all parties, we must state unequivocally that Township of Laird will not tolerate unsafe practices or conditions, and we will hold the appropriate parties accountable for infractions.

This statement of our commitment and objectives is to be posted in a conspicuous location, where it is most likely to be read by persons attending the office and projects. In addition, all persons in our employ or under contractual commitment with us will be provided a copy for their personal reference.

Shawn Evoy
Mayor

Reviewed:	Next Review:
October 19, 2023 (effective October 2023)	October 2024