

Turtle Mountain School Division Safety Statements of Commitment

The Turtle Mountain School Division is committed to:

- ❖ Promoting and ensuring a positive, informed organizational culture that ensures the highest possible workplace safety and health standards for all employees.
- ❖ The belief that safety is the responsibility of all members of the Division and all injuries, safety incidents, and occupational illnesses are preventable.
- ❖ Promoting the mental health and wellness of all division employees and students.
- ❖ Providing a safe and healthy environment for all students, employees and visitors. All reasonable measures shall be taken to prevent and eliminate accidental injuries and occupational illnesses for any students, employees and visitors in the Turtle Mountain School Division, so far as is reasonably practicable.
- ❖ All employees shall be involved in the creation and maintaining of a culture of safety in the Turtle Mountain School Division. In order to achieve this, all employees shall be ever watchful in identifying and correcting unsafe conditions that could result in a near miss event or injury.
- ❖ Working collaboratively with all Workplace Safety and Health committees to ensure the safety and health of all services and programs within the Turtle Mountain School Division.
- ❖ Complying with all Government Safety and Health Legislation.

Employee Rights and Responsibilities

- **These rights and responsibilities are important and must not be abused**

- ❖ **Right to Know**

- About the hazards in the workplace and how to protect themselves appropriately.

- ❖ **Right to Participate**

- In making workplace safety and health decisions through consultation with committees and management within the organization.

- ❖ **Right of Protection from Discriminatory Action**

- Prohibits employers from acting against an employee for fulfilling their responsibilities or exercising their rights on reasonable grounds under the Workplace Safety and Health Act legislation.

- ❖ **Right to Refuse Dangerous Work**

- If the employee believes on reasonable grounds that the work constitutes a danger to

his/her safety or the safety or health of another employee or guest.

- ❖ **Responsibility to Co-workers**

- Take reasonable care to protect his or her safety and health and the safety and health of other persons who may be affected by his or her acts or omissions at work
- Use all protective devices and wear all articles of clothing and personal protective equipment designated and provided for his or her protection by the ARHA

- ❖ **Responsibility to Participate**

- Consult and co-operate with the workplace safety and health committee
- Effectively communicate workplace safety and health concerns and co-operate with the employee's safety and health representative.