



Board Approval Date: November 12, 2012

Health & Safety Policy

Hope Academy is devoted to the welfare of its employees and students, and recognizes its responsibility to promote their health and safety. In keeping with its mission, Hope Academy undertakes to provide a healthy and safe work environment. The Board of Directors (“BOD”) gives its promise that every reasonable precaution will be taken to protect all workers and students from violence, harassment, injury or occupational disease.

As employer, the BOD is ultimately responsible for the health and safety of its employees; as owner and operator of the school, the BOD is also ultimately responsible for the health and safety of the students. All the workplace parties must be dedicated to the continuing objective of improving workplace health and safety. The BOD requires the ongoing cooperation of its employees in the exercise of their responsibilities.

Hope Academy will be held responsible for the health and safety of its workers, students, and all others under its supervision. This includes the responsibility to ensure that all machinery, equipment, and resources are safe and that workers work in compliance with established safe work practices and procedures. Workers will receive adequate training in their specific work tasks to protect their personal health and safety and that of their students.

Every worker must protect his or her own health and safety by working in compliance with the law and safe work practices and procedures established by Hope Academy. Every worker is responsible to bring to the attention of the BOD or the Principal or other supervisors, the existence of any unhealthy or unsafe conditions or practices.

It is in the best interest of all the workplace parties to consider health and safety in every activity. Commitment to health and safety must form an integral part of all positions at Hope Academy.

Hope Academy has a Joint Health and Safety Committee (JHSC) beginning August 2013 consisting of the Principal and a teacher/worker. Workplace inspections are conducted regularly and the minutes are posted for your information. Please do not hesitate to contact a JHSC representative if you have any concerns regarding health and safety at Hope Academy.