

Board motion number: 77:20 5 December, 2020 Chair signature: \_\_\_\_\_

### **Policy: Safety, Security and Emergency**

The Bonnechere Union Public Library Board is committed to providing a safe and healthy environment for staff, volunteers and members of the public who use the library. The board also acts to protect library property. The board, chief executive officer (CEO), and library employees share the responsibility of ensuring a safe and secure workplace.

1. The *Ontario Occupational Health and Safety Act and Regulations*, R.S.O. 1990, c. 0.1 (OHSA) imposes a legal duty on employers and on supervisors for ensuring the well-being of workers under their supervision and to take reasonable measures to protect their safety. The board designates the CEO as the supervisor, in accordance with *OHSA*.
2. The board ensures that funding, time, and resources are dedicated to training the staff in safety, security and emergency procedures.
3. The board requires each individual staff member to take responsibility for his or her own health and safety, and to take proactive measures as it relates to the health and safety of library patrons. Each person will take initiative on health and safety issues and will work to solve problems and make improvements on an ongoing basis.
4. The CEO develops safety programs that include procedures, implementation plans, enforcement, and reporting for:
  - a) safe work practices, including WHIMS (Workplace Hazardous Materials Information Systems), ergonomics, harassment, indoor air quality and pandemic protocols;
  - b) events that compromise the safety and health of staff and the public (see also Workplace Violence and Sexual Harassment Policy), including bomb threats, harmful, abusive and dangerous behaviour by individuals, and medical emergencies;
  - c) crime prevention, including theft, vandalism, and drug dealing and/or use; and
  - d) disasters that threaten collections, furniture and equipment, including fire and flood.

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5. Closing the library may be necessary in emergencies or catastrophes including, but not limited to, extreme weather, pandemics, and power failure. The primary consideration is the safety of all persons in the building and on the property. The CEO or designate will determine when to close the library during an emergency or catastrophe.
6. Working alone describes a situation where a person is the only worker in the library, or where the worker does not have direct contact with a co-worker.
7. The board directs the CEO to plan and identify the occupational hazards, procedures for personal safety, special training, and securing emergency assistance in the event of an incident. In addition:
  - a) all workers will be made aware of potential risks and will be trained on procedures when working alone
  - b) workers will not work alone in the library without the prior consent of the CEO. Working alone should be avoided whenever possible.
  - c) volunteers and students will not work alone except for trained board members or people trained as designated emergency staff replacements.
8. The library cooperates with other agencies responsible for health and safety and local emergency preparedness.
9. Please refer to Bonnechere Union Public Library's *Policy: Security Video Surveillance* for more information.

Related Documents:

*Occupational Health and Safety Act*, R.S.O., 1990, c.0.1, Last amendment: 2011.

*Policy: Security Video Surveillance*

NOTE: Should further amendments occur, it is always intended that this policy comply.

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