



DRSSC General Health & Safety Statement

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Deep River Shoreline Sports Club (DRSSC) places the health, safety and well-being of all workers and volunteers as its highest priority. We understand the organization holds the highest responsibility for the safety of the workplace and will take all steps needed to provide a healthy and safe working environment.

DRSSC adheres to the requirements set out in the Occupational Health and Safety Act, at minimum. This includes promoting health, safety, and well-being awareness; providing information, training, and competent supervision to employees about specific work tasks; ensuring employee participation in applicable H&S initiatives; and monitoring safety hazards on an ongoing basis.

Managers and supervisors must train their program leaders / volunteers / employees appropriately, make sure working conditions are safe, and monitor that employees are following safe work practices and procedures. DRSSC managers, supervisors, employees, volunteers, members & guests are all accountable to work together to always uphold their own health and safety, and that of others.

Employees and volunteers must do their part by implementing all safety training and practices of DRSSC staying vigilant about their environment; and reporting any health or safety concerns to management, the DRSSC Board, or the health and safety committee representative right away. They are also encouraged to participate in health and safety initiatives, at any time. DRSSC will inform all staff members about potential hazards and their rights, providing health and safety protocols, provide necessary training and welcome concerns/suggestions shared by employees, volunteers, members & guests.

DRSSC is committed to meeting the requirements of applicable health and safety legislation under Occupational Health and Safety Act (OHSA) by implementing the following objectives and policies:

- **Annually Designate a DRSSC Health and Safety Representative**
Ontario nonprofits with between 5 and 19 employees are not obligated to have a Joint Health and Safety Committee, but must have a Health & Safety Representative to ensure compliance with the OHSA
- **Implement a Workplace Anti-Harassment & Discrimination Policy, reviewed annually**
- **Implement a Handling Hazardous Materials Policy & review it annually.**
- **Require all employees and volunteers responsible for overseeing and leading the Club's instructional programs submit a police background check that has been completed within the past two years**
- **Provide oversight and monitoring by the Board of Directors to ensure DRSSC's health & safety standards are being implemented and properly managed.**