

## **3.1 General Health and Safety Policy**

### **Overview and Philosophy**

When we provide services, the health and safety of the children and adults we serve are of great importance. We have responsibilities to the children and adults we serve and to our employees and volunteers. We also have responsibilities under laws and regulations.

We believe that individuals are entitled to live their lives in ways that promote personal safety, security, fulfillment and growth. This entitlement includes the right to live and be served in healthy environments and to access appropriate health care intervention. At the same time, individuals have rights, employees have rights and communities have limited resources. Thus there are occasions when rights and responsibilities conflict. We can not predict every possible situation, however, we can provide direction to prepare for and deal with most situations and issues which may arise.

### **Policy**

We will have policies and procedures that guide our employees and volunteers in providing service so that:

- We can appropriately deal with situations that may arise that threaten the health or safety of children and adults we serve,
- Employees and volunteers have appropriate training to be able to provide services in such a manner to ensure the health and safety of children and adults served,
- We comply with laws and regulations that govern our services and policies and regulations of funders,
- We monitor incidents to better understand the causes of health and safety concerns and improve our policies, procedures and practices when necessary, and
- We evaluate our policies, procedures and practices periodically to ensure they are adequate.

The policies and procedures will be known and used by employees and volunteers and will be provided to recipients of services.