

3.13 WORK SAFE BC POLICY

Overview and Philosophy

BACI is committed to ensuring that worksites in which employees and volunteers work are safe; safety includes physical, cultural and psychological. To that end policies and procedures are in place to ensure safe practices, that employees and volunteers are appropriately trained and directed to ensure safety, and that processes are in place to identify, report and remedy any hazards to employees and volunteers. BACI is in compliance with the Worker's Compensation Act and OHS Regulation.

BACI has extensive Health and Safety Procedures for all employees which outline in detail including, but not limited to, the following:

- Occupational Health and Safety (OSH) Committee
- Investigations and Reports
- Safe Work Procedures
- Required Training
- Leaves and Return to Work Processes including the Early Intervention Provider
- Accommodations
- Hazard Identification and Risk Assessment
- Training and Orientation
- Emergency Preparedness
- Violence Prevention
- Inspections and Audits
- Documentation and Accessibility
- Employee Wellness and Psychological Safety and Employee Assistance Program

Procedures are updated annually and as needed to ensure they are compliant with all regulating bodies such as WorkSafeBC, CARF, funders and Licensing. All employees are expected to be knowledgeable of processes and able to implement them.

Linking Policies

- 1.2 Guiding Principles
- 1.8 Code of Ethics
- 1.11 Risk Management Policy
- 1.12 Corporate Responsibility Policy
- 3.1 General Health & Safety Policy
- 3.2 Emergency Preparedness Policy
- 3.3 First Aid Policy

- 3.4 Universal Precautions Policy
- 3.5 Administering Medication Policy
- 3.6 Vehicle Policy
- 3.7 Substance Use, Impairment & Addiction Policy
- 3.8 Smoking Policy
- 3.9 Occupational Health & Safety Committee Policy
- 3.12 Reporting Critical Incidents Policy
- 3.14 General Health & Safety Policy
- 3.15 Violence in the Workplace Policy
- 3.16 Investigation of Workplace Accidents Policy
- 3.17 Risk Assessment & Controls Policy
- 3.18 WHMIS Policy
- 4.5 Bullying & Harassment Policy