

POLICY STATEMENT

Policy Name	Health and Safety		
Policy #	E.05	Category	Learning Environment
Approving Jurisdiction	Board of Governors	Replaces	2016-01-01
Administrative Responsibility	VP, Student Services	Version	2025-07-02
		Next Review Date	*Date to be reviewed*

PURPOSE

Aurora College has developed the Health and Safety Policy and associated procedures to establish the commitments it is making to address the safety of the Aurora College community and visitors to Aurora College.

SCOPE AND LIMITS

This policy applies to any person taking part in activities at facilities owned or operated by the College, at facilities leased, rented or lent to the College, or who is taking part in College activities on the land.

POLICY STATEMENT

Aurora College is committed to the safety of its students, staff,¹ and visitors. Safety pertains to the physical, mental, emotional, spiritual, and social safety and well-being of individuals. We achieve this through a balanced approach that utilizes policy, procedures, research, education, training, and staff and student engagement.

1. Aurora College will follow relevant statutes, regulations, standards and policies when addressing health and safety matters.
2. Aurora College will promote safe working practices (physical, chemical, ergonomic, and psychological safety) and awareness through training, education, provision of information, monitoring and evaluating facilities and practices, and the implementation of safety programs.
3. Safety and incident prevention will be a part of planning and conducting all activities conducted by Aurora College staff and students (classroom activities, field trips, etc.).

¹ Staff includes instructional and non-instructional staff, as per the *Aurora College Act*.

4. Aurora College will implement temporary or permanent practices, as appropriate, to create and maintain a safe and healthy environment.
5. Members of the College Community who endanger or threaten to endanger the health or safety of College students, employees, or others taking part in College activities may face disciplinary action.

Guiding Principles

1. Aurora College strives to provide a healthy and safe environment.
2. All members of the College Community should be informed of any hazards where they are working, studying, living, or taking part in activities.
3. Health and safety, including the promotion of physical, mental, emotional, spiritual, and social well-being, is a shared responsibility.
4. Any member of the Aurora College Community may provide input on matters of health and safety.

DEFINITIONS

Aurora College Community: Includes any person who is an Aurora College student or an Aurora College official, including instructional and non-instructional staff, volunteers, contractors, and members of the public who hold positions on Aurora College councils and committees such as the Board of Governors, Indigenous Knowledge Holders Council, Research Advisory Council, and Curriculum Review Committees.

Supervisor: an individual who is authorized by an employer to oversee or direct workers.
(Definition from *Safety Act* RSNWT 1988, c S-1 *Occupational Health and Safety Regulations* R-039-2015)

RELATED POLICIES / PROCEDURES / DOCUMENTS

G.04 Crisis and Emergency Management Policy
E.05.1 Innovate Centre Youth Access Procedure
E.05.2 Health and Safety Procedure

Other Documents:

Collective Agreement between the Union of Northern Workers and the Minister Responsible for the Public Service Act

APPLICABLE LEGISLATION

Aurora College Act RSNWT 1988, c A-7
Safety Act RSNWT 1988, c S-1
Workers Compensation Act SNWT 2007, c 21

DOCUMENT HISTORY

Date	Update
1994-06	New policy issued
1996-09	Policy revised Programs and Planning Committee Motion PPC#03-1997 Board of Governors Motion #BG19-1997 Implemented April 25, 1997
2015-11-04	Policy revised Board of Governors Motion #BG49-2015 Implemented January 1, 2016
2025-06-26	Policy revised Board of Governors Motion #BG04-June-2025 Implemented July 1, 2025