

<b>TITLE:</b> Healthy, Safe & Respectful Workplace		<b>POLICY:</b> B-2033	
<b>COMMITTEE:</b>	HR & CEO Performance Management Committee	<b>PASSED:</b>	December 8, 2020
<b>TOPIC:</b>	Human Resources	<b>REVIEWED:</b>	New
		<b>REVIEW PERIOD:</b>	Every 3 years or due to legislative changes.

## Policy Statement

Edmonton Public Library’s most significant resource is its staff and other human resources like volunteers and contractors. The Edmonton Public Library (EPL) is committed to providing a respectful work environment that supports and protects the health and safety of staff, volunteers, contractors and customers.

A diverse and dedicated staff is EPL’s strength and it is imperative they enjoy a respectful work environment that is safe and where all individuals are treated with respect and dignity. EPL will not tolerate harassment or violence in the workplace and is committed to doing everything reasonably practicable to eliminate and/or control the hazards relating to these inappropriate and unacceptable behaviours.

## Purpose

This policy is intended to ensure that creating and maintaining a healthy, safe and respectful workplace is a fundamental commitment for EPL. Supporting workplace harassment and violence prevention programs and occupational health and safety programs are established to fulfill this commitment.

## Application

This policy applies to all EPL employees, volunteers, Library Trustees, customers and persons acting on behalf of EPL, such as contractors and consultants.

## Legislative and Policy Authorities

- [Alberta Occupational Health and Safety Act, Regulation and Code](#)
- [Criminal Code of Canada](#)