

<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>AMENDED:</b>	December 11, 2023
		<b>REVIEW PERIOD:</b>	Every 3 years or due to legislative changes.

## Policy Statement

The Edmonton Public Library (EPL) is committed to the prevention of workplace violence and providing a respectful and caring work environment that supports and protects the health and safety of staff, volunteers, contractors and customers. Consistent and in alignment with the Alberta Occupational Health & Safety Act, the Alberta Human Rights Act, and other relevant legislation, EPL establishes effective leadership and oversight that promotes a safe and healthy workplace.

A diverse and dedicated staff is EPL’s strength and it is imperative they enjoy a safe and respectful work environment where all individuals are treated with dignity and respect. 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. 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](#)