603 – Employee Safety and Wellness

Purpose

The Board of Education is committed to fostering a safe, healthy, and respectful working environment that supports the physical, psychological, and emotional well-being of all employees.

The Board recognizes that employee safety and wellness are essential to effective teaching, learning, and operations, and are foundational to maintaining public confidence in Nanaimo Ladysmith Public Schools.

Guidelines / Objectives

In support of this commitment, the Board establishes the following objectives:

i. Promote safe and healthy working environments that reduce the risk of injury, illness, and harm.

ii. Foster respectful, inclusive, accessible and psychologically safe workplaces where employees are treated with dignity.

iii. Support prevention-focused practices that prioritize early identification and mitigation of workplace risks.

iv. Encourage shared responsibility for safety and wellness among the Board, administration, employees, and partners.

v. Ensure alignment with applicable legislation, regulations, and collective agreements governing workplace safety and health.

Policy

The Board is committed to promoting and supporting the physical, psychological, and emotional safety and wellness of all employees of Nanaimo Ladysmith Public Schools.

1. The Board expects the District to:

a) Provide and maintain safe and healthy workplaces in compliance with applicable legislation, regulations, and collective agreements.

b) Foster a culture of respect, shared responsibility, and prevention in all work environments.

c) Take reasonable steps to identify, prevent, and reduce risks to employee health and safety.

d) Promote psychologically safe workplaces free from bullying, harassment, discrimination, and violence.

e) Support employee wellness through education, awareness, early intervention, and access to appropriate supports.

2. The Board affirms that employee safety and wellness are a shared responsibility and that all employees are expected to work safely, act respectfully, and contribute positively to workplace well-being.

Delegation

3. The Board delegates to the Superintendent responsibility for:

a. The implementation of this policy.

b. Developing, implementing, and maintaining administrative procedures that support this policy.

c. Ensuring that employees are informed of their roles, responsibilities, and available supports related to safety and wellness.

d. Ensuring appropriate prevention, reporting, response, and follow-up processes are in place.

e. Ensuring compliance with relevant occupational health and safety legislation and regulations.

Monitoring

4. The Board is responsible for monitoring the effectiveness of this policy.

Legal References:
Adopted: 2026.11.25