

<b>Policy Area:</b> Workplace Safety	<b>Number:</b> 5.01
<b>Title of Policy:</b> Right to Refuse Unsafe Work	<b>Approved by:</b> Neal Sabourin
<b>Effective Date:</b> January 18, 2021	
<b>Approved Date:</b> January 18, 2021	
<b>Reviewed Date:</b> March 17, 2021	
<p><b>1. Rational or Background to Policy</b></p> <p>To give consistency and guidance when making decisions in regards to staff safety.</p> <p><b>2. Policy Statement</b></p> <p>CPLF strives to be a top employer, and as part of this our staffs' sense of safety is of great concern to us. To be able to provide consistency to all staff, CPLF has developed a decision tree for when staff advises they feel unsafe which includes their supervisor, Human Resources, the staff themselves, and others as needed.</p> <p><b>3. Procedures</b></p> <p>Supervisors are to follow the below decision tree when staff discloses that they do not feel safe in a situation or doing a task.</p> <p>This is to be used in conjunction with an individuals support plan and other documentation in place.</p> <p>Staff members who refuse work due to safety concerns will be reassigned during the review. They will not face discrimination nor retaliation due to their refusal.</p>	

