

**Policy Area:** Workplace Safety

**Number:** 5.01

**Title of Policy:** Right to Refuse Unsafe Work

**Approved By:** Neal Sabourin

**Effective Date:** January 18, 2021

**Approved Date:** January 18, 2021

**Revision Date:** March 17, 2021

### **1. Rationale or background to policy:**

To give consistency and guidance when making decisions in regards to staff safety.

### **2. Policy Statement:**

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.

### **3. Procedures: Guidance in support of day-to-day decisions**

Supervisors are to follow the below decision tree when staff discloses that they do not feel safe in a situation or doing a task.

This is to be used in conjunction with an individuals support plan and other documentation in place.

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.

