Manual Part: Human Resources (HR)	Policy Number: HR29PO	Alberta Policing Standards: SS 6.1

Occupational Health, Safety, and Wellness Policy

Purpose:

The purpose of the EPS Occupational Health, Safety, and Wellness Policy and program is to protect and maintain the health, safety, and wellness of all those working at EPS.

Statement of Principle:

The EPS promotes a safe, healthy, and well workplace for all employees.

Policy Statement:

1. The EPS is committed to protecting the health, safety, and wellness of all our members. As such, management will fully support a health and safety management system that protects our staff, contractors, and the general public who enter onto our property.

2. Members, volunteers, and those who perform contracted services on behalf of EPS are responsible and accountable for the organization's health, safety, and wellness performance. Active participation by everyone, each and every day, in every job, is necessary for the safety excellence that the EPS expects from our staff. Members, and contractors working on behalf of EPS, are expected to meet or exceed the requirements identified in the Alberta Occupational Health and Safety legislation, in EPS policies, procedures, and the EPS OHS Program, as it relates to their work processes.

3. Every member, contractor, and volunteer has the right to work in an environment free of workplace harassment and workplace violence. The EPS promotes a violence free environment in which all members respect one another and work together toward common goals, and is committed to providing a respectful, inclusive, and positive work environment that is free from workplace harassment, bullying and violence.

4. Management will provide leadership by promoting a healthy and productive work environment. They will set an example, outline and support specific safety policies and safe work procedures, and will provide required safety equipment and training to our members.

5. Supervisors will provide leadership by supporting health, safety, and wellness initiatives, addressing employee concerns, and setting an example.

6. Employees are responsible for working with an awareness of health and safety, and cooperating with fellow workers and management on health, safety, and wellness issues.

7. Contractors are responsible to maintain a health, safety, and wellness management system to protect those performing work at EPS, and to communicate and address health, safety, and wellness concerns.

Review:	Revision Date:	No.:
	2019 March 26	PoR19-001
Cyclical Review Completed	2025 September 03	

Related Information:

Policy:	CO1PO Workplace Violence and Safety Policy
Procedure:	CO1-1PR Workplace Violence and Safety Procedure HR34-1PR Smoke Free Work Environment Procedure
Additional Info:	Alberta Occupational Health and Safety Act Alberta Occupational Health and Safety Code Alberta Occupational Health and Safety Regulation EPS Occupational Health and Safety Program Manual