

Health, Safety and Well-being

Annual Report

2024



Human Resources



Message from the Executive Director Health, Safety, Well-being & Labour Relations



On behalf of the Health, Safety, Well-being & Labour Relations team, I am pleased to present the 2024 Health, Safety and Well-being Annual Report for McMaster University. This year marks a significant milestone as we have continued to enhance our health and safety programming, returning many initiatives to pre-pandemic levels.

Most excitedly, McMaster has been named, 'Canada's first SaveStation University' and is a leader across the country in this space with various other universities looking to implement AED programming based on McMaster's approach. Our team has worked diligently with many campus partners to deliver impactful programs and foster a culture of safety and well-being. Occupational health and safety remained a cornerstone of our programming, with a focus on renewing content and streamlining delivery. In the area of violence and harassment prevention, we continued to update our university violence in the workplace program and training module in consultation with various stakeholders. The refreshed program, which will launch in 2025, ensures a comprehensive and proactive approach to mitigating workplace violence risks.

The report also highlights many indicators of a workplace culture of health & well-being, including the continued expansion of The Working Mind training program, which has seen 490 employees and leaders complete courses aimed at promoting mental health and reducing stigma in the workplace since its introduction in 2023. Over the past year, 64 different workplace health and well-being sessions were held with over 4,000 participants in total. Additionally, and in alignment with the National Standard for Psychological Health & Safety in the Workplace, the Employee Health, Safety & Well-being website has been updated, and we continue to consider trauma-informed approaches when developing training.

As we look forward to 2025, we are excited about continuing our work to promote a safe, healthy, and inclusive environment at McMaster University. I would like to extend my heartfelt thanks to all those who contributed to these successes and to the entire university community for their ongoing support and engagement in our health, safety & well-being initiatives.

Sincerely,

Maggie Pooran, Executive Director
Health, Safety, Well-being & Labour Relations

Table of Contents

Section 1

**Health, Safety & Well-being
Infrastructure Overview**3

McMaster University Community.....4

Section 2

**2024 Programming and
Achievements**5

Programming Highlights.....5

Section 3

2024 Metrics8

Incident/Injury Reporting9

Workplace Safety and Insurance Board
(WSIB) Claims10

Lost Time Injury Rate and No Lost Time
Injury Frequency: Occupational Injuries
(WSIB) 11

Workplace Safety and Insurance Board
(WSIB) Rate Framework 12

Medical Leaves for Non-Work-Related
Reasons (Non-Occupational) 12

Workplace Health and Well-being14

Section 4

Key Priorities for 2025 16

Supplemental Information 16



Health, Safety & Well-being Infrastructure Overview

The Health, Safety, Well-being & Labour Relation team in Human Resources Services functions as part of the OneHR model at McMaster, and reports under the Vice-President, Operations and Finance portfolio. Together this team *promotes and contributes to a healthy, safe and inclusive community at McMaster University, in which every employee is accepted as a whole-person worthy of belonging, accountable to act in pursuit of institutional priorities, and supported in their overall well-being.*

This team includes University Health and Safety (UHS), Employee Health & Well-being, and Employee/Labour Relations & Dispute Resolution.



The portfolio is one of many campus partners that collaborate to ensure the University is a healthy, inclusive and safe place to teach, learn and work. The chart below illustrates how key experts, campus offices and the community partner together in support of our collective commitment to health, safety & well-being.

Thank you to all of our partners, leaders, unions, and each and every employee for helping to keep our community healthy and safe.

McMaster University Community



Section 2



2024 Programming and Achievements

Programming Highlights

Health, safety & well-being programs and activities across the institution are developed and delivered in collaboration with community partners. **The following were key programming areas of focus and achievement in 2024:**

The Working Mind training program

- Continued to expand *The Working Mind* (TWM) training, which is an evidence-based mental health training program for workplaces with the aim of promoting mental health and reducing stigma surrounding mental health in the workplace.
- A community of 26 certified facilitators delivered 20 **The Working Mind** courses to more than 240 employees.
- In October 2024, we rolled out updated TWM training modules and resources, with an additional focus on self-care for leaders, as well as suicide intervention.
- WSIB Excellence Program funding has been designated to train additional facilitators in 2025. This will include additional facilitators for *The Working Mind*, as well as new courses specific to Psychological Health & Safety in the Workplace.

“

I found The Working Mind course to be very impactful and it provides individuals with useful skills that can be applied to daily life.

”

Psychological health & safety

- **The psychological health and safety website** was updated to include new information and resources in alignment with the National Standard for Psychological Health & Safety in the Workplace.
- Considered **trauma-informed approaches** when implementing training such as *Beyond Self-Care: Building a Robust Approach to Navigating High Stress, Trauma Exposed Work*.

Occupational health & safety training

Mandatory health and safety training is an important foundation to the University's commitment to a culture of prevention. Health and Safety Training Programs are in place to protect the physical and psychological health and safety of all employees across all McMaster University sites.

- As part of the university's commitment to operational excellence, work is underway to **streamline and improve the health and safety training program**. The focus for 2024 has been to improve the digitization of the enrollment process for employees, creation of reporting dashboards, and a centralized Health and Safety Hub. In 2025, these enhancements will be launched to the McMaster Community.
- An example is the launch of the S.A.F.E training which combines Slips Trips and Falls, Asbestos Awareness, Fire Safety, and Ergonomics into one training module. In 2024, 7,618 people completed this training.
- In keeping with goals relating to operational excellence, streamlined training modules are more efficient and engaging, resulting in 33,482 health and safety training courses completed in 2024 (vs 41,110 in 2023).

Violence & harassment prevention and response

- Updates to the university **violence and harassment prevention program** and training module continued to be a key priority in 2024 and continues to evolve in 2025. The University's **violence risk mitigation process** is delivered in partnership with Campus Safety Services and Student Case Management (SCM). This process involves triaging primary and secondary warning signs for future risk of workplace violence when concerns are reported and implementing actions to mitigate such risks and protect the university community members.

Emergency management prevention program enhancements

- In collaboration with the Faculty of Health Sciences Safety Office (FHSSO) and Equity and Inclusion Office (EIO) the **Individual Emergency Response Plan Process** was reviewed, enhanced, and re-launched in compliance with the Accessibility for Ontarians with Disabilities Act (AODA) and to better serve individual safety needs.
- McMaster has been named '**Canada's first SaveStation University**' and is a leader across the country in this space with various other universities looking to implement programming based on McMaster's approach - [McMaster University | Creating a Cardiac Safe Campus](#). The Automated External Defibrillator (AED) program, which includes 65+ AED units for all McMaster sites, was enhanced to brand all of the units with the *Action First Aid* company trademark, *SaveStation*. This effort included three outdoor SaveStation AED units, a centralized AED management program with software reporting capabilities for monthly inspections, battery replacements and pad replacements.
- The University continues to support a student-led initiative which began in August 2024 to equip AED cabinets with **Naloxone across campus**. This initiative exceeds the requirements of the Occupational Health & Safety Act to provide naloxone kits in "certain circumstances", which the University meets through Campus Safety Services' training and preparedness for response.
- In partnership with Campus Safety Services and various other university departments, successful **safety planning** was supported for large campus events in 2024, including May at Mac, Fall Preview, Convocation, Faculty industry nights, career fairs, etc.

Occupational hygiene and health screening

- A total of **200 consultations** were conducted relating to noise exposure and control, indoor air quality, Asbestos, mould, etc. The University is actively engaged in several health screening programs to proactively identify potential health issues before they become serious. These programs may involve a series of tests, examinations, and assessments designed to detect diseases or conditions before symptoms appear. Health screening programs include Tuberculosis, Biosafety, Vaccinations and Pre-Placement Medicals. These programs are part of the university's commitment to maintaining a safe and healthy environment for all staff and students.
- There are currently over **200 filtered water bottle refill stations** located across campus buildings.
- Over **260 water samples** were collected and tested on campus.

Lab safety/research consultation and support

- As one of Canada's most research-intensive universities, the University provides critical lab support to undergraduate and research labs, enabling the research community to deliver leading edge research projects while ensuring the health, safety and well-being of everyone involved in the work.
- In 2024 this support included **414 lab consults** – including laser audits, designated substances reviews, expert health and safety support for new materials, equipment and processes, incident response, lab decommissioning support and general lab safety audits.
- **Controlled Goods Program (CGP)** – Employees, temporary workers, students and visitors who wish to undertake research involving controlled goods/technology must conform to the Federal Controlled Goods Regulations. Registration is through the Designated Official in UHS and includes a security assessment and inspection of the institution. The CGP renewal application was submitted to the CGP Directorate in 2024.
- **Hazardous waste disposal** – In 2024, **9,022 liters** and **13,737 lbs** of hazardous waste materials were recycled into varying processes including 'waste to energy' and 'fuel blending' processes by the University hazardous waste disposal contractor. This is a direct contribution to sustainability by the University.
- **Chemical Inventory** – an effective chemical inventory tracking helps first responders in the event of an emergency on campus. McMaster continues to track chemicals through our inventory system in partnership with research labs and Facility Services. **7,057** chemicals were delivered to the University and inventoried in 2024; with **6,648 chemicals consumed in 2024**.

Community engagement

- **Joint Health and Safety Committees (JHSC)** meetings – 205 JHSC meetings were facilitated in 2024. McMaster's health and safety committee structure includes 28 JHSCs and a Central JHSC. Meetings include University health and safety updates, program & standard operating procedures reviews, incident summaries and a review of hazards identified in committee inspection reports.
- **69 ergonomic** assessments and consultations were completed in 2024.
- In addition to core health and safety training, **customized training** is provided to faculty, staff and student groups to meet specific interests. Topics delivered in 2024 included; Welcome Week planner training, McMaster Student Union Clubs student event risk management training, International Travel (HX Global), Facility Services Noise & Hearing Protection training, Campus Safety Services health and safety incident/response training, Housing and Conference Services health and safety leadership training, Faculty of Science health and safety leadership training, New Employee Orientation training, AED Caretaker training.
- **Safety & Health Week** – Special event programming for the National Safety and Health Week included training, a community barbeque and Vendor Fair to recognize 200+ JHSC member volunteers and the presentation of the annual Health and Safety Award of Excellence. The event was attended by over 400 members of the university community.
- **Student Events** – As part of the student event approval process, health, safety and risk management advice/support was provided for 1000+ student group events including large formals, out of country travel, Engineering Car team competitions, etc.

2024 Metrics

33,482

Health and Safety training courses completed, including 7,618 completions of S.A.F.E. (which was launched in late 2023)

205

Joint Health & Safety Committee (JHSC) meetings held across 28 JHSC's

573

Employees honoured through Awards & Recognition programs

354

Short Term Disability and **40** Long Term Disability claims actively managed in 2024

The Working Mind Training:

289 leaders and **201** employees have completed the training by end of 2024

Chemical Inventory System:

7,057 chemicals added by Central Receiving, **6,648** chemicals consumed/disposed

357

Injury Reports for a population of **50,000+ visitors**

110

Formal Workplace Accommodations

Audiograms (Hearing Testing): **99 tests completed** in 2024
92% increase in participation in **audiogram testing**

940

attended the McMaster University **Children's Party**

Total Number of **Water Samples** Collected:

260

Total **Lab Consults:**

414

This includes physical, laser, Designated Substances and Inspections

Total Number of **Ergonomic Assessments:**

69

91 Hazard Identification Reports were filed in 2024

In 2024, 91 incident reports were received where no injury occurred, a slight decrease from 112 in 2023.

Overall, proactive hazard reporting remains strong and continues to show a positive culture of incident reporting and is comparable to pre-pandemic levels (2019). Through early identification and community reporting, hazards can be proactively addressed before they lead to an injury.

Incident/Injury Reporting

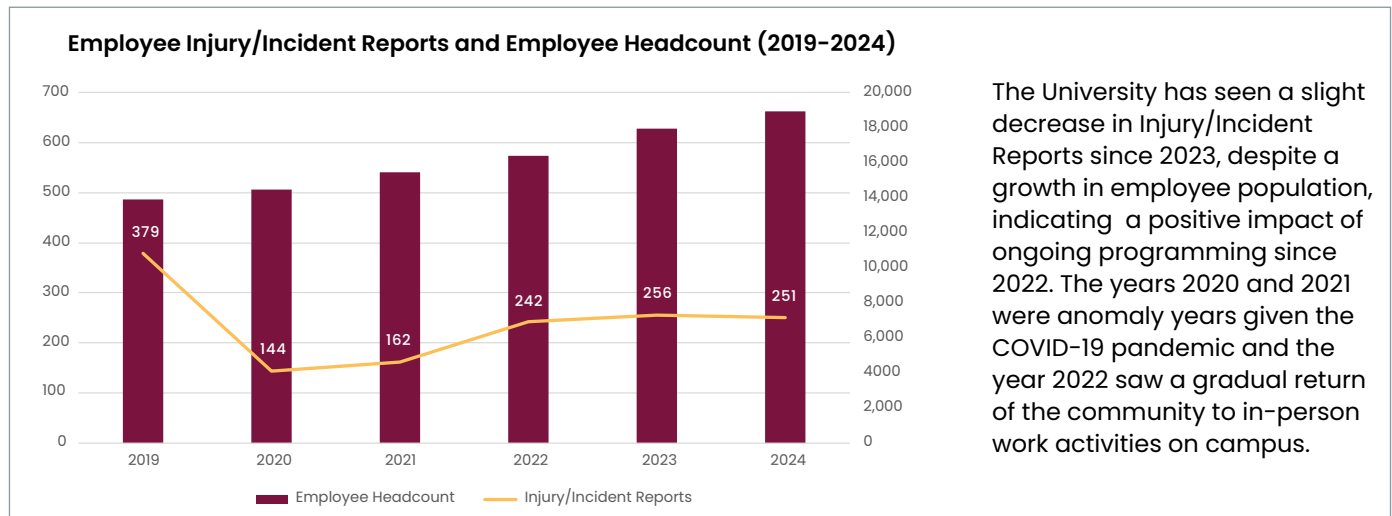
This chart outlines all incident types reported to the University by category at McMaster between 2019–2024. This data includes staff, faculty, students, volunteers and visitors.

| Type of Injury | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 |
|---|------------|------------|------------|------------|------------|------------|
| Abrasion/Contusion | 55 | 35 | 28 | 61 | 50 | 40 |
| Allergic Reaction | 8 | 4 | 1 | 1 | 6 | 6 |
| Burn | 16 | 6 | 13 | 30 | 19 | 22 |
| Cuts & Lacerations | 69 | 38 | 29 | 68 | 128 | 70 |
| Fracture | 12 | 2 | 4 | 4 | 7 | 14 |
| Irritation (epidermis, eyes, ears) | 32 | 11 | 15 | 13 | 18 | 21 |
| Medical Symptoms (faint, fatigue, head, thoracic, abdominal, insect etc.) | 28 | 16 | 14 | 35 | 44 | 58 |
| Psychological Health and Safety | – | – | – | 14 | 16 | 12 |
| Puncture | 20 | 14 | 12 | 23 | 22 | 35 |
| Sprain/Strain | 110 | 39 | 46 | 59 | 65 | 76 |
| Total Incidents | 350 | 165 | 162 | 308 | 375 | 357 |

– Data was not available prior to 2022

The total number of incidents leading to injuries reported by employees in 2024 was 251, which is 1.3% of the total employee population of 19,000, and 70% of the total injuries reported in 2024.

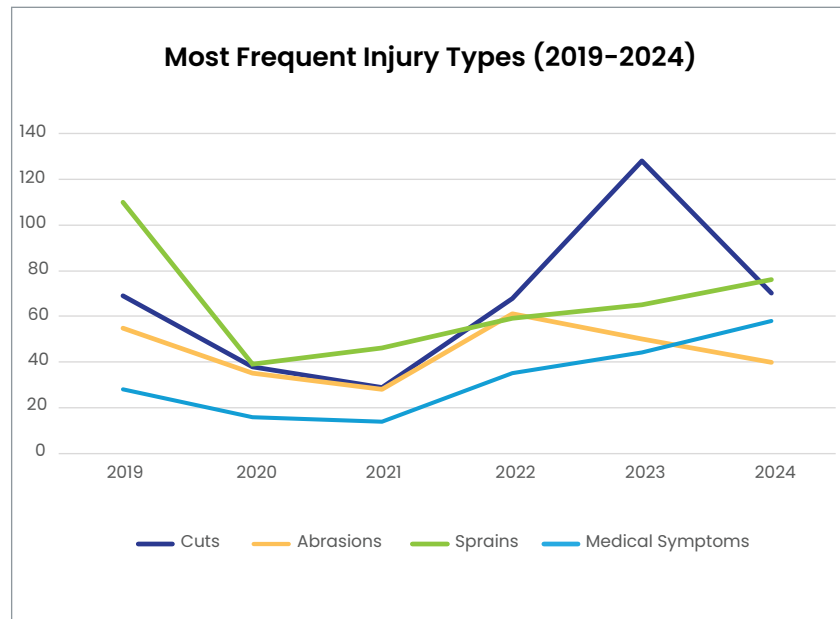
Injury Reports Total: Employee – **251**, Student – **95**, Visitor/Volunteer/Contractor – **11**



Most frequent injury types

In late 2023 and early 2024, prevention efforts focused on reducing incidents related to 'Cuts' & 'Abrasions', specifically in student laboratory spaces. In 2024, cut-resistant gloves were introduced for specific lab activities where 'cut' incident rates were higher. This may have led to a steady decline in the overall incident numbers for this category.

Injuries relating to medical symptoms have continued to trend upward over the last several years including the most recent reporting period. Generally, the University has observed an increase in issues relating to scent, allergic reactions, insect bites, and individuals generally feeling unwell. In partnership with the JHSC, the University continues to monitor these indicators for reduction opportunities.



This chart shows the trends from 2019-2024 for the most frequent injury types at McMaster University.

Workplace Safety and Insurance Board (WSIB) Claims

In 2024, 86 workplace incidents were reported to the WSIB. Through the WSIB adjudication process, 65 of those claims were approved. The chart below shows the lost time incurred over a six-year period, 2019-2024, which is used to assess our experience and calculate WSIB premiums. During this period, the average was 54 approved claims per year. Despite the growth in employee population, the number of approved WSIB claims in 2024 remained significantly lower than it was in pre-pandemic years (38.5% lower than in 2019). There were 51.4% fewer approved lost time injuries in 2024 than there were in 2019.

The data reported will fluctuate from year to year, as they reflect changes that occur as a file is managed. For example: appeals, late reporting, and ongoing accrual of lost time will impact the total numbers reported annually. For the purpose of this WSIB data the information is as of February 28, 2025.

| | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 |
|--------------------------------------|------------|-----------|-----------|-----------|-----------|-----------|
| Total Claims Reported to WSIB | 134 | 42 | 66 | 71 | 77 | 86 |
| Approved No Lost Time Injuries | 69 | 30 | 29 | 34 | 37 | 48 |
| Approved Lost Time Injuries | 35 | 4 | 13 | 20 | 20 | 17 |
| Lost Time Days | 862 | 44 | 115 | 438 | 143 | 149 |
| Average Lost Time Duration | 24.6 | 11 | 8.8 | 21.9 | 7.2 | 8.7 |

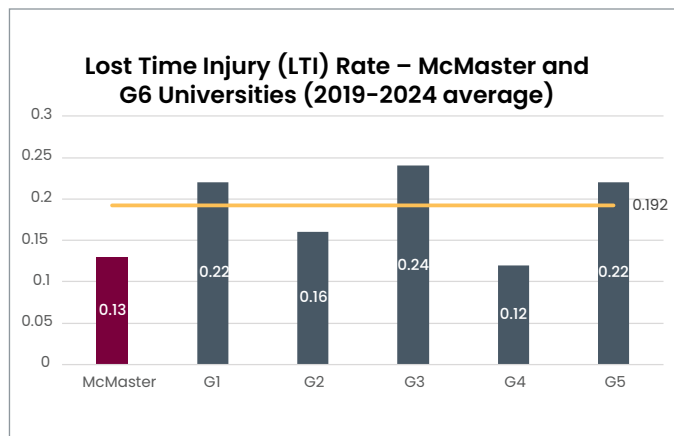
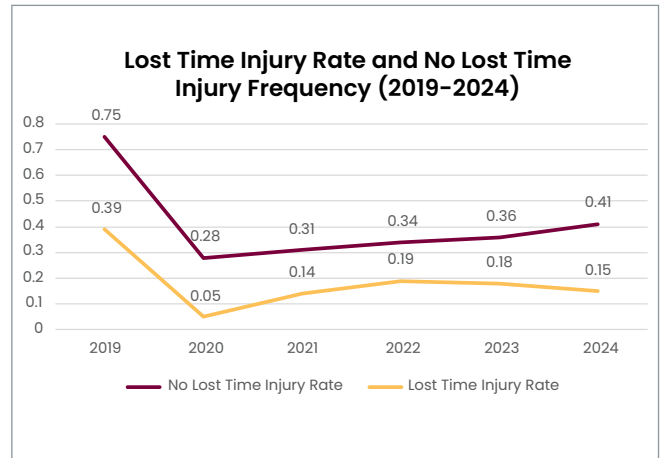
17 cases (4% of all employee incidents reported)

resulted in an approved WSIB Lost Time claim in 2024, which is an improvement relative to 7.4% in 2023.

Lost Time Injury Rate and No Lost Time Injury Frequency: Occupational Injuries (WSIB)

The Lost Time Injury Rate (LTIR) and No Lost Time Injury (NLT) Frequency measure an organization’s safety performance. These rates represent the number of injuries within a calendar year that have resulted in time lost from work, and those that did not result in time lost from work, relative to the total number of hours worked in that year.

The data show that McMaster’s Lost Time Injury Rate has decreased by 38.5% since 2019 and No Lost Time Injury Frequency has decreased by 54.7% since 2019. These low injury rates are a testament to the successful safety programming, early and safe return to work initiatives, and the collaborative approach taken across the University.



These overall trends demonstrate that the early return to work efforts of University leaders are effectively finding opportunities to have people report to work following an injury.

The graph to the left illustrates the Lost Time Injury Frequency of McMaster University compared with the other G6 universities (our peer universities in Ontario, who are also members of the U15, which is an association of 15 Canadian public research universities).

McMaster’s Lost Time Injury Frequency is **32.3% below the average** of our G6 university comparators



Workplace Safety and Insurance Board (WSIB) Rate Framework

The ultimate outcome of the decreased injury rates and improvements to our experience has led to substantial decreases in WSIB Premium Rates and therefore cost savings to the University.

- McMaster’s WSIB premium rate was \$0.29 per \$100 of insurable payroll in 2024. McMaster’s 2024 rate was 29.3% lower than the WSIB rate for the education sector (\$0.41). In 2025, we expect to see a decrease in premiums based on our claims experience.

McMaster’s 2024 WSIB rate was **29.3% lower than** the WSIB rate for the education sector

Workplace Safety & Insurance Board (WSIB) Excellence Program

In order to qualify for WSIB premium discounts, an institution must create new health and safety programming and have this assessed through the WSIB Excellence Program, which recognizes excellence in an organization’s health and safety management system. A maximum of five programs may be created a year. This program is eligible for a rebate of up to \$50,000 (or up to 100 per cent of the amount a business paid for their prior year’s WSIB premiums) but varies based on submissions.

The University is working collaboratively with our safety association sponsor for this program (Public Services Health and Safety Association, “PSHSA”) on the 2024/2025 submission for the following two topics:

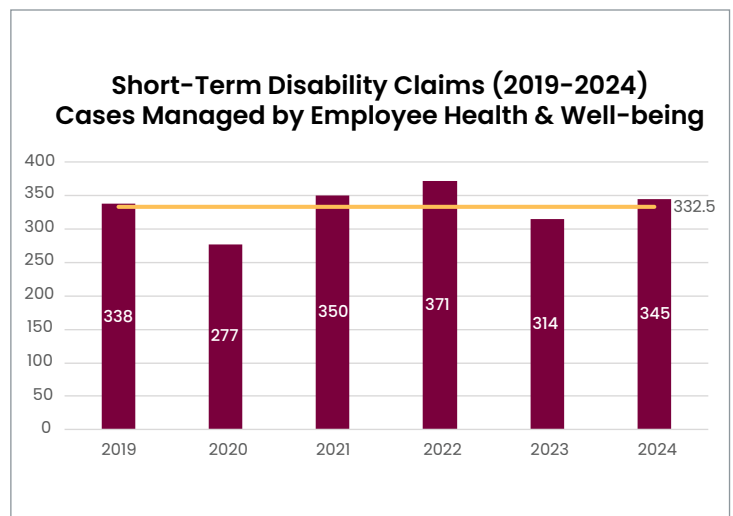
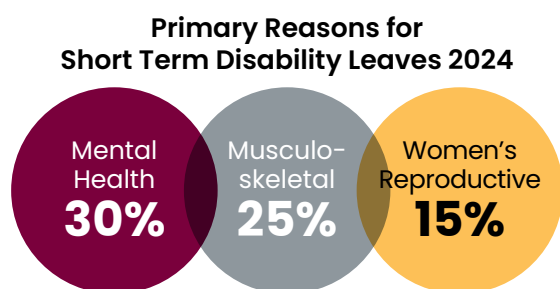
- Control of Hazards – Moving Vehicles
- Control of Hazards – Noise Control

The team is anticipating an additional WSIB Excellence Program rebate in 2025 based on successful submissions of the above-noted topics. McMaster received a WSIB Excellence Program rebate in the amount of \$50,238.03 in 2023 and \$46,571.18 in 2022, which has been re-invested in Health, Safety & Well-being programming.

The WSIB Excellence Program is changing after this submission period. It is anticipated it will become more difficult to receive funding through this excellence program, as eligibility will require the development of a brand new significant program or initiative.

Medical Leaves for Non-Work-Related Reasons (Non-Occupational)

The graph to the right outlines the total number of Short-Term Disability claims managed by the University from 2019–2024. In 2024 there was a 10% (31 claims) increase in the total number of medical leave claims. This increase over 2023 continues to be related to mental health, musculoskeletal, and women’s reproductive issues.



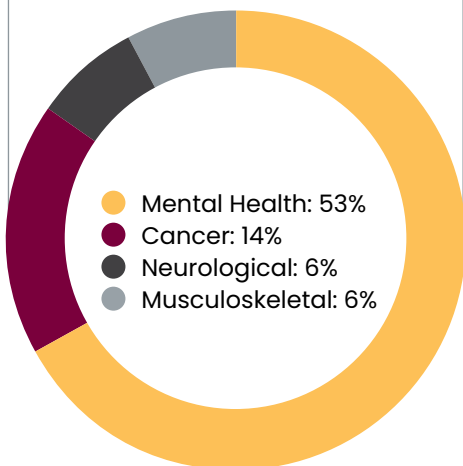
Long Term Disability (LTD) Claims for reasons relating to mental health are overall trending upward. While there was a promising decline in 2023, LTD Claims relating to **mental health comprised 53% of all LTD Claims** in 2024 and were 108% higher than in 2019.

This trend underscores the importance of the **University's continued investment** in mental health supports and psychological health and safety programming for employees.

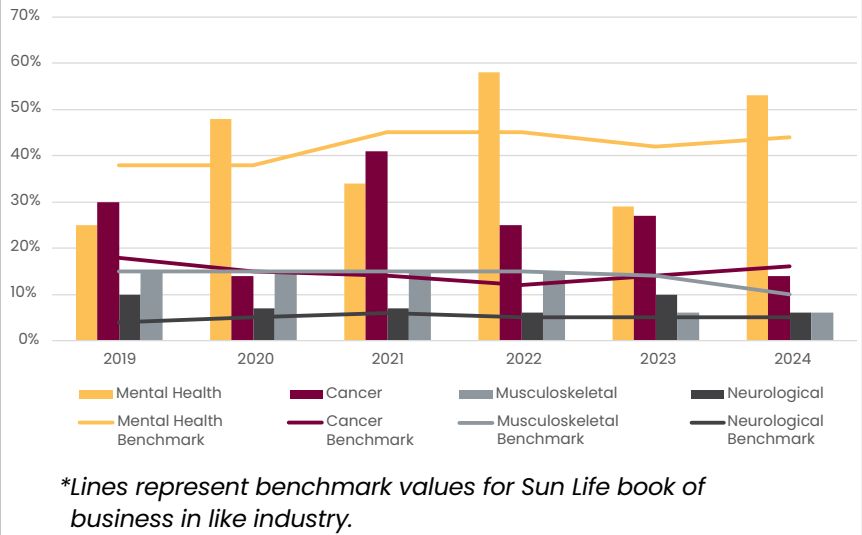
Although there was an increase in short-term disability leaves in 2024 relative to 2023, long-term disability (LTD) leaves remained stable overall. Long duration LTD leaves, which are defined as leaves beyond 24 months, increased by 8.2% in 2024 relative to 2023.

The primary reasons for approved LTD claims differ somewhat from our Short-Term Disability leaves. The graph below shows the primary reasons for Long Term Disability Claims as a percentage overall. Mental health was the primary reason for both short term and long term medical leaves in 2024.

Primary Reasons for Long Term Disability Leaves 2024



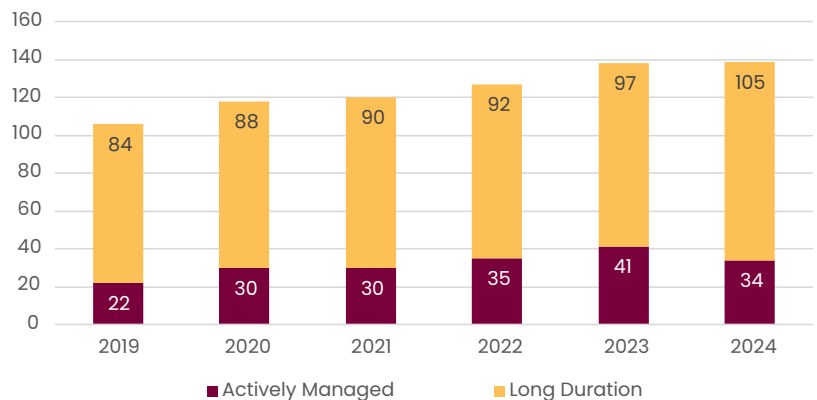
Primary Reasons for McMaster University Long Term Disability Claims (2019-2024) Versus Benchmark



With strong collaboration and support among leaders and colleagues at McMaster University, 19 employees successfully returned to work from LTD in 2024, which was an increase over 2023 (15 employees successfully returned to work from LTD).

The following chart illustrates the volume of approved LTD claims from 2019 to 2024. There were 31.1% more long duration LTD claims in 2024 than there were in 2019.

Long-Term Disability Claims (2019-2024)



Workplace Health and Well-being

McMaster University has a long-standing commitment to providing integrated and holistic employee health and well-being programs, initiatives, and resources in alignment with organizational values and in support of the University's strategic goals. Many programs have been delivered for 20+ years, with annual refinements to meet the evolving needs of McMaster's employees. The Workplace Health & Well-being team builds critical and foundational skills to enable and empower individuals and teams; foster a supportive & inclusive work environment; promote and supporting engagement, recognition & well-being; and lead change and innovation in workplace health and health promotion for employees. The team focuses on holistic well-being – incorporating physical, financial, psychological, and social well-being.

The Working Mind Program

The Working Mind (TWM) program was rolled out in 2022. TWM consists of three modules: Mental Health and Stigma, The Mental Health Continuum in the workplace, and Stress and Resilience. A fourth module is also delivered which is tailored to the needs of leaders as they support their team's mental well-being effectively.

| | 2023 | 2024 | Total |
|-----------|------|------|-------|
| Employees | 91 | 110 | 201 |
| Leaders | 157 | 132 | 289 |
| Total | 248 | 242 | 490 |

4,352

participants engaged in **64** different workplace health and well-being initiatives, giving an Employee Experience Score of **4.44/5** for these programs.

326

committee meetings were facilitated over **402.5** hours with **135** committee members. These committee members dedicated more than **1000** volunteer hours.

TELUS Health

Telus Health is McMaster's provider of its Employee and Family Assistance Program (EFAP), providing access to mental, physical, social and financial well-being supports.

The Employee and Family Assistance Program (EFAP) enables eligible employees and their dependents to access confidential counselling and resources on a 24/7/365 basis, at no cost to the employee.

Counselling support is available for topics including, but not limited to:

- Stress & Life Management
- Depression, Anxiety, Grief, Loss, Anger & Violence
- Career Support & Resiliency Coaching
- Lifestyle Planning
- Substance Abuse, Addictions, Smoking Cessation
- Relationships, Life Changes, Family Matters, Parenting
- Personal Traumatic Events



Physical well-being

- **The Pulse at Pace** program received 725+ registrations, providing free access to fitness facilities for McMaster employees, in collaboration with Athletics & Recreation and the Physical Activity Centre for Excellence.
- **Employee Wellness Week** in collaboration with Athletics & Recreation, offered physical recreation classes to employees.
- **Healthy Workplace Month**, a national campaign that highlights the importance of practicing habits that promote a healthy mind, body, and organizational culture.
- In-person **Yoga Series** were provided at no cost for McMaster employees.
- 195 employees were vaccinated at the **Employee Flu Clinic**.
- Monthly themed resources and sessions, in collaboration with the **Healthy Workplace Committee** (i.e. menopause, Wen-Do, winter wellness, etc.).
- 132 employees completed employer-funded **First Aid Training** through Athletics and Recreation.



Psychological well-being

- A community of 26 certified facilitators delivered 20 **The Working Mind** courses to more than 240 employees
- **Consulted** with 94 individuals and groups over 80 hours to provide expert advice, resources, and custom workplace well-being solutions.
- Developed and implemented updated content and resources for the **Psychological Health & Safety website**
- **Mental Health Awareness Week** programming.
- **Thrive Week**, a campus-wide initiative to promote psychological well-being in collaboration with partners across McMaster.
- **Mental health and well-being resources and sessions** on topics related to psychological well-being (examples: technology and workload, caregiving, balancing priorities, boundary-setting, mental health benefits, others).
- In collaboration with **Mac Mindfulness**, offered free mindfulness courses to 50+ employees.



Social well-being

- In collaboration with the **Future Workplace Strategies Employee Experience Design Team**, a new learning series on workload management to prepare for fall and new recommendations on employee recognition strategies and employee listening strategies were developed and launched.
- 573 employees were recognized through the annual **Service Awards, Quarter Century Club, TMG Peer-to-Peer Recognition Awards**, and **President's Awards for Outstanding Service** recognition programs.
- The **Inspiring from Within Conference** welcomed 181 McMaster employees passionate about personal growth and development.
- McMaster's **United Way Committee and Campaign** successfully engaged 206 donors, who contributed over \$210,000 through fundraising initiatives for the Halton & Hamilton United Way Campaign.
- McMaster University received the **Leading the Way Award** at the 2024 United Way Evening of Celebration.
- Employee events such as the **Hot Chocolate Social, Trivia Night, Bus Pull, Online Auction, Greenhouse Tour**, and **Community Building Activity** were held for the community.
- The **Annual Children's Party**, planned in collaboration with the Committee, offered social activities for over 940 participants.



Financial well-being

- 190 registrations for employee **retirement planning courses**.
- In collaboration with Healthy Workplace Committee, monthly themed initiatives were successfully launched, including a focus on **Financial Literacy Month**.
- **Financial well-being sessions** were offered on topics such as Effective Tax Strategies and Money for New Parents.

Section 4



Key Priorities for 2025

Health, Safety, and Well-being remains a priority focus for the University.

In the 2025 calendar year, we will continue to advance:

- Health and Safety Training System Enhancements
- Violence in the Workplace Program Update
- International Travel Program Update
- Disability Management Program Review and Process Improvement
- The Working Mind Training
- The Wellness Ambassador Program
- Incident Reporting and Response Enhancements
- Student Event Risk Management Approval Program Update
- International Travel Program Update
- Process Improvement Implementation

Supplemental Information

Additional University program information is available on the topics below on the

Health, Safety, & Well-being website.

- A. Health and Safety Training
- B. Joint Health and Safety Committees (JHSCs)
- C. Workplace Safety and Insurance Board
- D. Ergonomics Safety Program
- E. University Chemical Inventory Program
- F. Workplace Health Promotion
- G. Employee and Family Assistance Program
- H. Fire Prevention
- I. Mental Health Initiatives
- J. Student Event Risk Management
- K. Student Placements
- L. Researcher/Fieldwork
- M. Occupational Hygiene
- N. Higher Education Cooperative for Hazardous
- O. Chemical and Biological Hazardous Waste Disposal
- P. Violence Risk Mitigation
- Q. Employee Recognition Programs
- R. Workplace Well-being Committees
- S. Employee Engagement Initiatives