



CANADA BASKETBALL

WORKPLACE SAFETY POLICY

Canada Basketball is vitally interested in the health and safety of its workers. Protection of employees from injury or occupational disease is a major continuing objective. Canada Basketball will make every effort to provide a safe, healthy work environment. All supervisors and workers must be dedicated to the continuing objective of reducing risk of injury.

Definitions

1. These words will have the following meanings in this policy:
 - a) *“Act”* - Occupational Health and Safety Act
 - b) *“Employer”* - a person or organization that employs one or more workers. This includes someone who contracts for a worker’s services.
 - c) *“Supervisor”* - a person who has charge of a workplace or authority over any worker.
 - d) *“Worker”* - a person who performs work or supplies services for monetary compensation or school credit.
 - e) *“Workplace”* - any place where business or work-related activities are conducted. It includes but is not limited to, the Canada Basketball Office and warehouse, work-related social functions, work assignments outside the Canada Basketball Office, work-related travel, and work-related conferences or training sessions. The test is to determine whether or not an area is considered a Workplace is: Is the worker being directed and paid to be there, or to be near there?

Responsibilities

2. Canada Basketball as an Employer is ultimately responsible for worker health and safety. Canada Basketball will ensure that every reasonable precaution will be taken for the protection of the workers.
3. Supervisors will be held accountable for the health and safety of workers under their supervision. Supervisors are responsible to ensure that the work environment and equipment are safe and that workers work in compliance with established safe work practices and procedures established by Canada Basketball.

Duties of Employers and Other Persons

4. There is a general duty:
 - a) On all officers and directors of corporations to ensure that Canada Basketball complies with the Act and regulations.
 - b) On workers to work safely, in accordance with the Act and regulations.

The Rights of Workers

Right to Participate

5. Workers have the right to be part of the process of identifying and resolving workplace health and safety concerns. This right is expressed through a Health and Safety Representative.

- a) The names of the members of the Health and Safety Committee will be posted at the office in the mailroom and at the warehouse in the kitchen.

Right to Know

6. Workers have the right to know about any potential hazards to which they may be exposed. This means the right to be trained and to have information on machinery, equipment, working conditions, processes and hazardous substances.

Right to Refuse Work

7. Workers have the right to refuse work that they believe is dangerous to either their own health and safety or that of another worker.

Right to Stop Work

8. In certain circumstances, the Health and Safety Representative has the right to stop work that is dangerous to any worker. Details are found in the *Act*.

Conspicuous Posting

9. This policy, along with a copy of the Occupational Health and Safety Act, will be posted at a conspicuous place in the Workplace as per Section 25(2)(i) and (j) of the *Act*.

Annual Review

10. Canada Basketball will conduct an annual review of this Policy and supporting program and add to or amend it as reasonably required from time to time based upon its experience and evolution of the law under the amendments to the *Act*.

Approval

11. This Policy was last reviewed and approved by the Canada Basketball Board of Directors on the 15th day of December 2022.