

Health, Safety and Child Protection Policy



Reviewed July 2024

YMCA of Northern Alberta is committed to providing a safe and healthy work environment that safeguards the welfare of employees, volunteers, members, participants, visitors and contractors in our care and at our sites. We recognize our responsibility to promote safe practices and procedures that promote physical, psychological and social well-being while protecting against exploitation.

YMCA of Northern Alberta will ensure the following:

- Management implements and promotes appropriate procedures to safeguard the well-being of children and youth, protecting them from abuse and taking appropriate action to ensure children and youth are kept safe.
- Management and Supervisors identify and eliminate foreseeable hazards that could result in an incident, illness, or injury. They will also ensure that employees neither participate in nor are subjected to workplace violence or harassment.
- Management monitors and evaluates the implementation of these policies and procedures, adapting them when there is a significant change in the Association or relevant legislation.
- Supervisors ensure all employees and volunteers are trained in job-specific expectations and workplace procedures, aware of and able to identify potential workplace hazards, and competent in safe work practices.
- Supervisors ensure best practices are adhered to when recruiting, training, supporting and supervising employees and volunteers, to safeguard and protect children and youth from abuse and to reduce risk to themselves.
- Employees and volunteers are aware of their responsibility for Health and Safety in the workplace, including but not limited to performing their work safely, following workplace policies and procedures, reporting unsafe work or conditions to their direct supervisor/manager, and complying with Alberta Occupational Health and Safety Legislation.
- All employees know their three worker rights: 1) the right to know, 2) the right to participate, and 3) the right to refuse dangerous work.
- External contractors follow their company's and YMCA of Northern Alberta's Health & Safety policies and procedures and comply with Alberta Occupational Health and Safety Legislation.

In accordance with the Ministry of Children Services and Alberta Occupational Health and Safety legislation, all levels of employees and volunteers follow the Duty to Report when

- Child abuse is suspected, or a child/youth is at risk of abuse.
- Unsafe work conditions or hazards are identified or witnessed.
- An employee, volunteer, participant, member, contractor, or visitor has been in or was a part of an incident.

To reinforce our commitment outlined in this policy, YMCA of Northern Alberta has appointed the Manager of Health, Safety & Child Protection as the designated lead within our Association to oversee the protection systems relating to children and youth.

Nick Parkinson
President & CEO
YMCA of Northern Alberta

Jeremy Herbert
Board Chair
YMCA of Northern Alberta