

## **Physical and Psychological Health, Safety and Wellness Policy Statement**

The Mental Health Commission of Canada aspires to become a model organization for optimizing the health of its employees, and believes that the physical and psychological well-being and safety of employees are key aspects leading to organizational success and sustainability. It further recognizes that it is a shared responsibility of employees and the organization as a whole to promote and enhance working relationships consistent with the principles of mutual respect, confidentiality and cooperation.

To this end, the Commission is committed to working collaboratively with its employees to create and sustain a psychologically and physically healthy and safe work environment. The Physical and Psychological Health, Safety and Wellness Committee will be a primary steward for the process. Recognizing that employee participation is an essential component, through this Committee, employees can participate in the development, implementation and continual improvement of a healthy and safe work environment.

The Commission will:

- foster an organizational culture that promotes physical and psychological health and safety;
- Ensure compliance with relevant Occupational Health and Safety legislation and pursue the implementation of the National Standard on Psychological Health and Safety including the application of standards, regulations, guidelines and best practices;
- Provide and sustain the infrastructure and resources to create and maintain a system that promotes a physically and psychologically healthy and safe workplace and evaluate that system's effectiveness on a regular basis;
- Create and then maintain a culture of continuous performance improvement by establishing targets for improvement, performance indicators, reports on performance and the undertaking of program audits;
- Integrate into existing and future operational policies and processes those structures and practices that support and promote psychological and physical health and safety in the workplace;
- Commit to regularly evaluating and addressing workplace hazards and introduce preventative and protective measures to address hazards and provide associated training, awareness and competency development;
- Consider and actively seek input of the diverse perspectives and needs of employees with respect to policies, programs and available supports;
- Value contractors and suppliers that demonstrate commitment to and leadership in the area of workplace mental health and wellness; and
- Apply and adhere to the principles of confidentiality as per applicable internal policies and legislative requirements in its interactions with employees. This extends, but is not necessarily limited, to the reporting of information and data gathered through internal processes (recruitment, employee surveys, payroll and benefits) and procedures (accident/incident investigations, leave reporting)

The Commission will continually strive to achieve physical and psychological health and safety performance that we are proud of, to earn the confidence of our employees, Board, partners, funder, other stakeholders, and the public.

Approved by the Board on February, 2014