

## ***My Healthy Workplace* STATEMENT OF PRINCIPLES**

McGill University actively supports the physical and psychological health and well-being of its faculty and staff. The University strives to develop and maintain policies, programs and practices that support a culture of wellness for all.

McGill's multipronged approach to sustaining a healthy workplace addresses both preventative and remedial areas, with consideration for the physical environment, occupational health and safety, and a workplace culture that values supportive people practices. McGill's approach is one of continuous learning and improvement, adapted to the evolving needs of its stakeholders.

### **McGill's Guiding Principles recognize that:**

- 1) Promoting and maintaining a physically and psychologically safe and healthy workplace is a responsibility shared by the institution, the unit/faculty and the individual. Individual health practices, as well as the social, physical and psychological environment, collectively contribute to each member's personal success and positive contribution to the university's mission.
- 2) A physically and psychologically safe and healthy workplace is based on a culture of respect, trust, honesty, inclusivity and fairness.
- 3) Workplace health and well-being initiatives are based on best practices and ever-evolving realities. Grounded in a process of continuous learning and improvement, offerings are regularly reviewed and evaluated to ensure their relevance and the effectiveness of programs, practices and supports.

### **PURPOSE**

This statement of principles aims to integrate and promote key Healthy Workplace principles and practices at McGill. It supports and upholds McGill's commitment to ensuring the university is a healthy, safe, and supportive place to work for all staff and faculty. It also encourages the active participation of all members of McGill University in healthy workplace programs and initiatives and

solicits input through its Healthy Workplace Committee, its learning communities, as well as through other means used to identify needs and assess outcomes.

## **SCOPE**

This statement of principle recognizes that physical and psychological health and well-being is a responsibility to be shared between the university administration, full time faculty and staff, and is commensurate with the level of responsibility of each.

## **PROCEDURES**

McGill University maintains and supports the My Healthy Workplace Committee and 5 learning communities with representation from diverse employees. My Healthy Workplace has a mandate to:

- Assess the needs of the university community with respect to enhancing and supporting a healthy and learning centric workplace according to the Excellence Canada Silver Standards;
- Develop and support healthy workplace programs to meet identified needs, and to monitor progress, outcomes and impact of such initiatives; and
- Provide recommendations to Senior Management on how to sustain a healthy workplace that addresses both physical and psychological health and well-being and ensures continuous learning in community.

McGill University also maintains a growing Healthy Workplace Ambassador network, with Ambassadors who play an important role in reaching out and engaging McGill University's employees within their respective work units, as well as communicating employee needs and feedback to the Healthy Workplace Committee.

## **CONTACTS**

Professor Yves Beauchamp, Vice-President, Finance and Administration, Sponsor  
Johanne Houle, Director Organizational Development, Healthy Workplace, Chair

# Relevant Policies

## Work Accidents Policy

<https://mcgill.ca/hr/employee-relations/policies-procedures/work-accidents>

## Employment Equity Policy

<https://mcgill.ca/secretariat/files/secretariat/employment-equity-policy...>

## Human Resources Disability Policy

<https://mcgill.ca/hr/employee-relations/policies-procedures/disability-p...>

## Policy on Harassment and Discrimination Prohibited by Law

[https://www.mcgill.ca/secretariat/files/secretariat/policy\\_on\\_harassment...](https://www.mcgill.ca/secretariat/files/secretariat/policy_on_harassment...)

## Policy Against Sexual Violence

[https://www.mcgill.ca/secretariat/files/secretariat/policy\\_against\\_sexua...](https://www.mcgill.ca/secretariat/files/secretariat/policy_against_sexua...)

## Policy on Safe Disclosure ("Whistle Blowing")

<https://www.mcgill.ca/secretariat/files/secretariat/safedisclosure-polic...>

## Policy Concerning Smoking

[https://www.mcgill.ca/secretariat/files/secretariat/smoking\\_policy.pdf](https://www.mcgill.ca/secretariat/files/secretariat/smoking_policy.pdf)

## EHS Internal Responsibility System

<https://mcgill.ca/ehs/policies-and-safety-committees/policies/internal-r...>

## McGill University Sustainability Policy

[https://www.mcgill.ca/secretariat/files/secretariat/gd18-25\\_revised\\_sust...](https://www.mcgill.ca/secretariat/files/secretariat/gd18-25_revised_sust...)