

**TORONTO SENIORS HOUSING CORPORATION (TSHC)
Psychological Health and Safety Policy**

Policy Owner: CGHC Committee	Date Approved: 18 May, 2022
Type: Occupational Health and Safety Policy	Approved By: Board of Directors
Last Reviewed:	Effective Date: 1 June, 2022

Policy Statement

- Toronto Seniors Housing Corporation (“TSHC”) recognizes the importance of psychological health and safety in the workplace. TSHC will promote a positive working environment where management and employees collaborate to achieve TSHC's goals while promoting the physical and mental health of all employees.
- TSHC is further committed to promoting mental health and psychological well-being and to actions that prevent harm to Worker psychological health through appropriate policies, programs and services.

Scope

- This policy applies to all Workers and divisions of Toronto Seniors Housing Corporation.

Standards

- TSHC recognizes that workplace factors can contribute to psychological health. While it is understood that a certain amount of stress is inherent in work, TSHC aspires to a work environment where continuous improvement in work practices

and processes address psychological safety and support mental health.

Definitions

Psychological/Mental Health* - A state of well-being in which the individual realizes his or her own abilities, can cope with the normal stresses of life, can work productively, and is able to make a contribution to his or her community

Psychological Safety* - The absence of harm and/or threat of harm to mental wellbeing

Worker - Same meaning as under the *Occupational Health Safety Act*. The term includes any person performing work or services at/for Toronto Seniors Housing Corporation in exchange for monetary compensation, as well as students who are working at/for Toronto Seniors Housing Corporation

** definitions taken from CAN/CSA-Z1003-13/BNQ 9700-803/2013 National Standard of Canada Psychological health and safety in the workplace - Prevention, promotion, and guidance to staged implementation.*

Policy Details

TSHC will achieve its objective of continuously improving psychological safety and supporting mental health in TSHC workplaces by building on its current actions and strengths in each of the following areas:

- **Actions to promote and enhance the general psychological health of the workforce**

e.g. efforts to build Worker resilience, create a respectful workplace, enhance mental health knowledge at all levels and eliminate stigma

- **Actions to prevent the onset or reduce the severity of psychological health problems in the workplace which may include but are not limited to:**
 1. Primary prevention in which changes are made in conditions that may contribute to psychological health problems
e.g. consider the psychological characteristics of work tasks in comparison to individuals capabilities, support work-home balance
 2. Secondary prevention in which psychological health problems are identified and addressed at an early stage
e.g. providing supervisor/manager training, providing early intervention through Employee and Family Assistance Program ("EFAP") and the Health, Safety & Wellness Unit
 3. Tertiary prevention to reduce the distress and dysfunction associated with an identified mental disorder
e.g. providing support to stay at work, providing coordinated disability management, supporting access to psychological treatment

- **Management is expected to:**
 - Communicate this policy to Workers and joint health and safety committees; o Consider particular issues or risk factors of greatest relevance to mental health and psychological safety within divisions in consultation with Workers and joint health and safety committees and determine whether improvements are needed;
 - Identify opportunities for change and/or build on current strengths;

- Evaluate the effectiveness of actions undertaken; and o Re-assess regularly with the goal of continuously improving mental health and psychological safety.

Compliance and Monitoring

- Adherence to this procedure will be monitored by the Health, Safety and Wellness Unit and enforced by divisional management
- Any violation of this policy may result in discipline up to and including immediate termination of employment for cause

Governing and Applicable Legislation

- *Occupational Health and Safety Act*
- *Workplace Safety and Insurance Act*
- *Ontario Labour Relations Act*
- *Ontario Human Rights Code*

Related Policies and Procedures

- HSW0100 - Health and Safety Policy Statement
- HSW1500 - Accident/Incident Reporting Procedure
- HSW1200 - Traumatic Incident Response Procedure
- HSW1202 - Traumatic Incident Record
- HSW1800 - Workplace Violence Policy
- HSW1802 - Workplace Harassment Policy
- HSW1806 - Workplace Violence and Harassment Prevention and Crisis Resource Manual

Resources

- [*CAN/CSA Standard Z1003-13 Psychological Health and Safety in the Workplace*](#)

- [Mental Health Commission of Canada Psychological Health and Safety – An Action Guide for Employers](#)
- [World Health Organization Mental Health Policies and Programmes in the Workplace](#)

Commencement and Review

Revision	Date	Description of changes	Approval
First approval:			

Next Scheduled Review Date: