

913 - Occupational Health Surveillance policy

Effective: September 2000

Revised: September 2021

Applicability:

The Occupational Health Surveillance Policy applies to all University of Guelph employees (staff, faculty and post-doctoral scholars) and graduate students whose work and/or research activities might expose them to an increased risk of an occupational hazard such as chemicals, physical agents (noise and radiation) and biohazards.

Policy Statements:

1. Occupational Health and Wellness (OHW) shall provide and co-ordinate medical surveillance programs for University employees and graduate students with the exception of the Rabies Medical Surveillance program. OHW will manage and coordinate the Rabies medical surveillance program for employees and Student Health Services will manage and coordinate the Rabies medical surveillance program for students.
2. All individuals when identified to do so are required and/or recommended to participate in the medical surveillance program.
3. Where participation in the medical surveillance program is not required by legislation but is recommended employees who are identified to participate in this medical surveillance program and choose not to will be asked to complete a "*Medical Surveillance Withdrawal of Consent (Opt-Out) for Participation*" form indicating that they do not consent to participate.

Medical Surveillance Programs:

The following are the medical surveillance programs available at the University.

Audiometric

This program applies to employees working in noise hazard areas and noise exposed workers. Participation in this program is recommended under the Occupational Health and Safety Act sections 26 and 28 to provide a medical surveillance program.

Biosafety

This program applies to employees and graduate students handling biohazards. Participation in this program is required under the Human Pathogens & Toxins Act and the Canadian Biosafety Standards and Guidelines.

Cholinesterase

This program applies to employees and graduate students who work with organophosphate or carbamate pesticides. Participation in this program is required under the University Pesticides Policy 851.08.09

Diving

This program applies to all employees and graduate students involved in underwater diving activities as part of

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University research and teaching programs. Participation in this program is required under Ontario Regulation 629/94 Diving Operations and CSA Standards Z275.2-11, z275.4-12.

Pregnancy Protocol

This program applies to,

1. Pregnant employees or graduate students working with radioactive sources, radiation therapy or x-ray technology who as part of their work or research activities are part of the University dosimetry program. Participation is required under the CNSC Radiation Protection Regulations.
2. Pregnant employees, who work with chemical or biological hazards, physical hazards such as ionizing radiation, and unsatisfactory ergonomic conditions. Participation in this program is recommended.

Radiation Safety for Lasers

This program applies to employees and graduate students working with Class 3B or 4 lasers. Participation in this program is required under the ANSI Standard Z136.1 Safe Use of Lasers and the Ministry of Labour Guidelines on Lasers in Ontario Workplaces.

Radiation Safety for Radioiodine

This program applies to employees and graduate students working with iodine I-125 or iodine I-131. Participation in this program is required based on the requirements of the licenses issued to the University by the CNSC and the CNSC Regulatory Document RD-58 Thyroid Screening for Radioiodine.

Rabies

This program applies to employees, graduate students and undergraduate students working with potentially rabid animals or their tissues. Participation in this program is required based on the Canadian Immunization Guide Part 4 Active Vaccines, Rabies Vaccine.

Respiratory Protection Program

This program applies to all employees and graduate students who may use respiratory protection for work in hazardous atmospheres. Participation in the Respiratory Protection Program is required based on Ontario Regulation 833 Control of Exposure to Biological or Chemical Agents, Ontario Regulation 490/09 Designated Substances, and CSA Standard CAN/CSA-Z94.4-18, Selection, Use and Care of Respirators (September 2018).

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