

**University of Waterloo**  
Department of Psychology  
HRM 305  
Health and Safety  
Fall 2019  
Monday 6:30 pm-9:20 pm, AL 124

**Instructor and TA Information**

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**Course Description**

This course is an introduction into the challenging and evolving field of occupational health and safety, and will enable students to gain an understanding of the ethical, legislative, technical, and management aspects of health and safety practice in human resources. The course will provide a broad introduction to occupational health and safety for those with no previous experience with the subject material. Through the use of lecture, multi-media, case-law examples, and group exercises students will explore the impacts of occupational health and safety in the workplace to better understand how to apply core health and safety concepts and principles.

**Course Goals and Learning Outcomes**

This course will provide an introduction to occupational health and safety legislation, workplace hazards, and the administration of organizational health and safety practices.

Upon completion of this course, students should be able to:

- A. Understand the historical, moral, economical and legislative importance of a well-managed health and safety system.
  - Describe the regulatory framework surrounding occupational health and safety.
  - Illustrate the role/function of the workplace parties in occupational health and safety.
- B. Explain technical aspects of safety management including hazard recognition, assessment and control.
  - Identify, categorize, and discuss the various sources of workplace hazards.
  - Describe the process for controlling hazards and managing risk in the workplace.
- C. Understand the fundamental theories of worker protection and how these are applied in the workplace.

- Identify how to recognize and analyze factors contributing to incidents/accidents.
  - How to determine root cause and establish correlations to incident/accident prevention.
- D. Discuss how to effectively manage an occupational health and safety program in the workplace.
- State the elements needed to create a health and safety management system.
  - Explain how the human resource professional is a key player in organizational health and safety (e.g. training, culture, disability management, program development, etc.)

### Required Text

- Kelloway, E. Kevin., Francis, Lori., & Gatien, Bernadette. (2017). Management of Occupational Health and Safety (7th ed). Toronto, ON: Nelson
- Ontario Occupational Health and Safety Act (R.S.O. 1990) – online version [here](#)

Two copies of the required course text, Management of Occupational Health and Safety (7th ed), will be placed on reserve at the Library to provide students with access to selected readings from the text.

### Course Requirements and Assessment

Assessment	Date of Evaluation	Weighting
In-Class Test #1	September 30, 2019	25%
In-Class Test #2	November 4, 2019	25%
In-Class Test #3	December 2, 2019	25%
Group Presentation Project	October 21 & 28, 2019	20%
Peer Evaluation	October 22 & 29 2019	5%
Total		100%

### In-Class Tests

There will be three in-class tests throughout the course of the term. Each test will evaluate the student’s ability to recall information learned and apply knowledge and/or skills learned. Each test will be based on assigned readings, lecture material and in-class discussions. Note that all material from the required course text book may not be covered during class time. Students are responsible for the content contained in all assigned chapters unless stated otherwise. In-class tests are not cumulative, meaning the student will only be evaluated on content related to the lectures prior to the scheduled test date. Non-attendance in class on a day of a test may result in a score of zero. Supportive documentation is required should a student be faced with a medical or compassionate dilemma. In-class tests will not be returned to students. Should a student have any questions about a grade received, they should follow the process outlined here. The student is expected to contact the TA to review their concern within a reasonable period after receiving their grade. If, following review by the TA, the student requires further clarification or is unsatisfied with the explanation provided, they are instructed to submit a written explanation, via email, to the Instructor regarding their concern. Upon review, a final decision will be provided by the Instructor to the student.

### Group Presentation Project

An important element of any health and safety program is the communication of clear, concise, and meaningful information. Working in groups of six (6), chosen by the students, each group will be

responsible for delivering an in-class presentation of approximately 30 minutes in duration. Groups will choose their own topic from a pre-determined list provided by the Instructors. Should a group decide to choose a topic not on the pre-determined list, the Instructor must be informed and approve the topic before a group begins their work. Group presentation topics must be related to the lecture topics listed on the dates of group presentations. In addition to the presentation, each group will be responsible for creating a one page handout or pamphlet (front and back is acceptable). Additional information concerning expectations and requirements are posted to Waterloo LEARN. It is the responsibility of the student to read this information and understand the expectations and requirements.

It is important to note that students will be expected to read Chapter 9 (Training) of the course text to familiarize themselves with the Instructional Systems Design Model of Training to ensure the major components of training design are utilized and followed when creating the presentation.

Once a group has been formed and a topic chosen it must be posted to Waterloo LEARN. A representative from each group must post on the Discussion Forum the names of their group members along with the topic they will be delivering. All topics are chosen on a first come, first serve basis. Once a topic has been selected it is no longer available for other groups to choose. A topic can only be selected and posted to Waterloo LEARN once a group has been formed. An individual or individuals cannot select a topic and form a group at a later date. All groups and topics must be posted to Waterloo LEARN by end of day on September 16, 2019. For further instructions on how to post your topic and group members please review the Discussion Forum.

On the date the Group Presentation Project is due, each group is required to submit to the Instructor a printed and electronic (PDF) copy of the presentation slides and the one page handout or pamphlet. Each group must email the Instructor, by 12 PM on the day of their presentation, the electronic copy of their presentation and handout or pamphlet (the latter to be posted on Waterloo LEARN to be accessed by the class - this material will be included on subsequent tests). The required, printed submissions must also include the Group Assignment Disclosure Checklist, containing the signatures and contributions of all group members. Projects submitted without a completed Group Assignment Disclosure Checklist will receive a grade of zero.

Students are expected to conform to the standards of academic integrity. Presentations or other written work submitted for other courses cannot be used in this course. Plagiarism is an academic offence. Students must acknowledge the source of any information included in their submitted documents that are not the work of the student or group. When academic misconduct (such as plagiarism) has been found to have occurred, disciplinary penalties may be imposed – see Academic Integrity below.

### **Peer Evaluations**

Each student must submit a Peer Evaluation for their group members, not including themselves, for the Group Presentation Project. This is mandatory, failure to submit a Peer Evaluation will result in a grade of zero for the Peer Evaluation and Group Presentation Project. Supportive documentation is required should a student be faced with a medical or compassionate dilemma and therefore unable to submit the

Peer Evaluation on time. The Peer Evaluation will give each student the opportunity to grade each member's contribution as a group member to the Group Presentation Project. The Instructor will review all Peer Evaluations and make appropriate adjustments to a student's final Peer Evaluation and/or Group Presentation Project mark if deemed necessary. A grade adjustment will be applied in cases of poor or unacceptable collaborative work which may include, but is not limited to the following, a lack of reasonable communication with group members, failure to cooperate with group members, not submitting work to be completed, expecting other members to complete a majority of the group work or not equally contributing to the work completed. The Peer Evaluation form is posted to Waterloo LEARN and must be submitted within 24 hours of submitting the Group Presentation Project.

### **Late Work**

Students are responsible for ensuring their work is submitted on time. Late submissions will be deducted 10% per day. All work required to be submitted, with the exception of the Peer Evaluation (see Peer Evaluation for more information) and as noted, must be done in class on the noted due date in hard copy.

### **Retention of Unclaimed Course Work**

Graded tests as well as unclaimed graded assignments for this course will be kept in storage in the Psychology Department for a maximum of 16 months after the final grades have been submitted to the Registrar's Office. After that time, documents will be destroyed in compliance with the Universities confidential shredding procedures.

### **Attendance**

Attendance and active class participation is strongly encouraged. Students are expected to attend all classes and complete all required readings prior to class. It is the sole responsibility of the student to ensure they have all necessary information should they not be in attendance for the full duration of a class. Although attendance will not be monitored it will be the single most important factor to success in this course. Historically it has been found that students that attend class do significantly better.

### **Electronic Devices**

The classroom should be an environment of mutual respect and one that aims to foster learning. For that reason use of cellular phones, smartphones, blackberries, iPods, and similar devices are prohibited in the classroom. Should a student choose to violate this request they may be asked to leave the classroom. The use of laptops is permitted for lecture-related purposes only. Non-lecture related use of laptops during class is disrespectful and disrupts the learning experience of others and thus will not be tolerated. Should a student choose to violate this request they may also be asked to leave the classroom.

## Course Outline

Week	Date	Topic	Readings Due
1	September 9, 2019	Review course syllabus, expectations and class administration. Introduction to OHS Internal Responsibility System	Chapter 1
2	September 16, 2019	Occupational Health and Safety Act and Due Diligence	Chapter 2 Ontario Occupational Health & Safety Act
3	September 23, 2019	Occupational Health and Safety Act and Due Diligence	Chapter 2 Ontario Occupational Health & Safety Act
4	September 30, 2019	<b>TEST #1</b> <b>Self – Learning Lecture:</b> Workers Compensation Legislation Disability Management and Return to Work	Chapter 3 Chapter 13
5	October 7, 2019	Hazard Recognition, Assessment, and Control Introduction to Hazard Categories and their Affects	Chapter 4
6	October 14, 2019	<b>Reading Week</b>	No Lecture
7	October 21, 2019	<b>GROUP PRESENTATIONS</b> Physical, Chemical, and Biological Hazards	Chapter 5 and 6
8	October 28, 2019	<b>GROUP PRESENTATIONS</b> Psychosocial (Workplace Violence and Harassment), Musculoskeletal Disorders, and Safety Hazards	Chapter 7 and 8 Chapter 4 (pg. 86-89; 99-102)
9	November 4, 2019	<b>TEST #2</b> <b>Self – Learning Lecture:</b> Workplace Wellness and Health Promotion	Chapter 14
10	November 11, 2019	Incident Investigations and Root Cause Analysis	Chapter 12 Reason (2000)
11	November 18, 2019	Fire Safety and Emergency Planning	Chapter 11
12	November 25, 2019	Safety Behaviour, Organizational Safety Culture, and OHS Management Systems	Chapter 10
13	December 2, 2019	<b>TEST #3</b>	No Readings

## **Waterloo LEARN and Course Communication**

This course will make use of Waterloo LEARN. Prior to each class, lecture power point presentations will be posted in LEARN. Students are responsible for all e-mail that is sent to their official UWaterloo email address. Please check e-mail and LEARN regularly for important and time sensitive messages. The preferred method of communication with the Instructors and the TA are direct messages to individual e-mail addresses listed under Instructor and TA Information section.

Students are advised to check the University of Waterloo Homepage as well as LEARN for important announcements should an emergency arise (e.g. weather related issues). See “Official Student E-Email Address” for further details (e.g. procedures and warnings regarding forwarding e-mail to other accounts). <http://ist.uwaterloo.ca/cs/uWaterlooITstudentguidelines.html>.

## **Information on Plagiarism Detection**

Text matching software (Turnitin) will not be used to screen assignments in this course. For all written assignments or reports a detailed bibliography identifying and documenting all sources must be submitted with all written material. Furthermore, all students participating in group work will be required to complete a Group Assignment Checklist (refer to Waterloo Learn for this document).

## **Intellectual Property**

Students should be aware that this course contains the intellectual property of their Instructors. Intellectual property includes items such as: a.) Lecture content, spoken and written (and any audio/video recording thereof); b.) Lecture handouts, presentations, and other materials prepared for the course (e.g., PowerPoint slides); or c.) Work protected by copyright (e.g., any work authored by the Instructor or TA or used by the Instructors or TA with permission of the copyright owner).

Course materials and the intellectual property contained therein, are used to enhance a student’s educational experience. However, sharing this intellectual property without the intellectual property owner’s permission is a violation of intellectual property rights. For this reason, it is necessary to ask the Instructor, TA and/or the University of Waterloo for permission before uploading and sharing the intellectual property of others online (e.g., to an online repository).

Permission from an Instructor, TA or the University is also necessary before sharing the intellectual property of others from completed courses with students taking the same/similar courses in subsequent terms/years. In many cases, the Instructor may be willing to allow distribution of certain materials. However, doing so without expressed permission is considered a violation of intellectual property rights.

Please alert the Instructor if you become aware of intellectual property belonging to others (past or present) circulating, either through the student body or online. The intellectual property rights owner deserves to know (and may have already given their consent).

## **Academic Integrity**

**Academic Integrity:** In order to maintain a culture of academic integrity, members of the University of Waterloo are expected to promote honesty, trust, fairness, respect and responsibility. See the [UWaterloo Academic Integrity webpage](#) and the [Arts Academic Integrity webpage](#) for more information.

**Discipline:** A student is expected to know what constitutes academic integrity, to avoid committing academic offences, and to take responsibility for his/her actions. A student who is unsure whether an action constitutes an offence, or who needs help in learning how to avoid offences (e.g., plagiarism, cheating) or about “rules” for group work/collaboration should seek guidance from the course professor, academic advisor, or the Undergraduate Associate Dean. When misconduct has been found to have occurred, disciplinary penalties will be imposed under Policy 71 – Student Discipline. For information on categories of offenses and types of penalties, students should refer to [Policy 71 - Student Discipline](#). For typical penalties check [Guidelines for the Assessment of Penalties](#).

**Grievance:** A student who believes that a decision affecting some aspect of his/her university life has been unfair or unreasonable may have grounds for initiating a grievance. Read [Policy 70 - Student Petitions and Grievances](#), Section 4. When in doubt, please be certain to contact Richard Eibach, the Associate Chair for Undergraduate Affairs who will provide further assistance; [reibach@uwaterloo.ca](mailto:reibach@uwaterloo.ca).

**Appeals:** A decision made or penalty imposed under Policy 70 - Student Petitions and Grievances (other than a petition) or Policy 71 - Student Discipline may be appealed if there is a ground. A student who believes he/she has a ground for an appeal should refer to [Policy 72 - Student Appeals](#)

## **Accommodation for Students with Disabilities**

**Note for students with disabilities:** The [AccessAbility Services](#) office, located on the first floor of the Needles Hall extension (1401), collaborates with all academic departments to arrange appropriate accommodations for students with disabilities without compromising the academic integrity of the curriculum. If you require academic accommodations to lessen the impact of your disability, please register with the AS office at the beginning of each academic term.

## **Accommodation for Course Requirements**

Students requesting accommodation for course requirements (assignments, midterm tests, final exams, etc.) due to illness should do the following:

- Seek medical treatment as soon as possible and obtain a completed uWaterloo [Verification of Illness Form](#)
- Submit that form to the Instructor or TA within 48 hours.
- If possible, inform the Instructor by the due date for the course requirement that you will be unable to meet the deadline and that documentation will be forthcoming.

In the case of a missed assignment deadline, midterm test, or quiz, the Instructor will either:

- Waive the course component and re-weight remaining term work as he/she deems fit according to circumstances and the goals of the course, or
- Provide an extension. This is the most likely scenario.

Based on the dates of illness outline within the VIF, the TA will schedule a make up test within a few days of your recover. For students who work, your shift schedule is not one of the factors we will accommodate. We will work with your class schedule, but appropriate documentation maybe required.

In the case of bereavement, the Instructor will provide similar accommodations to those for illness. Appropriate documentation to support the request will be required.

Elective arrangements such as travel plans are not acceptable grounds for granting accommodations to course requirements per the [uWaterloo Examination Regulations and Related Matters](#).

## **Mental Health Services**

All of us need a support system. The faculty and staff in Arts encourage students to seek out mental health supports if they are needed.

### **On Campus**

- Counselling Services: [counselling.services@uwaterloo.ca](mailto:counselling.services@uwaterloo.ca) / 519-888-4567 ext. 32655
- [MATES](#): one-to-one peer support program offered by Federation of Students (FEDS) and counselling services
- Health Services Emergency service: located across the creek from Student Life Centre

### **Off campus, 24/7**

- [Good2Talk](#): Free confidential help line for post-secondary students. Phone: 1-866-925-5454
- Grand River Hospital: Emergency care for mental health crisis. Phone: 519-749-4300 ext. 6880
- [Here 24/7](#): Mental Health and Crisis Service Team. Phone: 1-844-437-3247
- [OK2BME](#): set of support services for lesbian, gay, bisexual, transgender or questioning teens in Waterloo. Phone: 519-884-0000 ext. 213

Full details can be found online at the Faculty of ARTS [website](#)

Download [UWaterloo and regional mental health resources \(PDF\)](#)

Download the [WatSafe app](#) to your phone to quickly access mental health support information

## **Territorial Acknowledgement**

We acknowledge that we are living and working on the traditional territory of the Attawandaron (also known as Neutral), Anishinaabe and Haudenosaunee peoples. The University of Waterloo is situated on the Haldimand Tract, the land promised to the Six Nations that includes 10 kilometers on each side of the Grand River.

For more information about the purpose of territorial acknowledgements, please see the [CAUT Guide to Acknowledging Traditional Territory \(PDF\)](#).

## **Academic freedom at the University of Waterloo**

[Policy 33, Ethical Behaviour](#) states, as one of its general principles (Section 1), “The University supports academic freedom for all members of the University community. Academic freedom carries with it the



duty to use that freedom in a manner consistent with the scholarly obligation to base teaching and research on an honest and ethical quest for knowledge. In the context of this policy, 'academic freedom' refers to academic activities, including teaching and scholarship, as is articulated in the principles set out in the Memorandum of Agreement between the FAUW and the University of Waterloo, 1998 (Article 6). The academic environment which fosters free debate may from time to time include the presentation or discussion of unpopular opinions or controversial material. Such material shall be dealt with as openly, respectfully and sensitively as possible." This definition is repeated in Policies 70 and 71, and in the Memorandum of Agreement, Section 6.

### **Official Version of the Course Outline**

If there is a discrepancy between the hard copy outline (i.e., if students were provided with a hard copy at the first class) and the outline posted on Waterloo LEARN, the outline on LEARN will be deemed the official version. Outlines on LEARN may change as Instructors develop a course, but they become final as of the first class meeting for the term.

### **Cross-listed Course**

Please note that a cross-listed course will count in all respective averages no matter under which rubric it has been taken. For example, a PHIL/PSYCH cross-list will count in the Philosophy major average, even if the course was taken under the Psychology rubric.

### **Violent Person on Campus**

Students are expected to review the Waterloo [Emergency Planning](#) webpage. Specifically, students should review the content and video on the landing page [Violent Person on Campus: Know you can Survive](#).