# Occupational Health Surveillance Policy

**Effective: September 2000**
**Revised: January 2016**
**Signature/Position: Vice-President, Finance, Administration and Risk**

## Applicable Legislation:

*Occupational Health and Safety Act (OHSA), R.S.O. 1990, Sections 26*, 28
*Human Pathogens & Toxins Act*
*Canadian Biosafety Standards and Guidelines*
*O.Reg. 629/94 Diving Operations*
*CSA Standard Z275.2-11Occuptaional Safety Code for Diving Operations*
*CSA Standard z275.4-12 Competency Standard for Diving, Hyperbaric Chamber and Remotely Operated Vehicle Operations*
*Code for Medical Examination of Divers, October 2013*
*ANSI Standard Z136.1 Safe Use of Lasers*
*Ontario Ministry of Labour Guidelines – Lasers in Ontario Workplaces*
*Canadian Nuclear Safety Commission Regulatory Document RD-58 Thyroid Screening for Radioiodine*
*Canadian Nuclear Safety Commission Radiation Protection Regulations*
*Canadian Immunization Guide Part 4 Active Vaccines, Rabies Vaccine*

## 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 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 too 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 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. 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. Employees with uncomplicated pregnancy after the first trimester. 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.

Occupational Health Surveillance-Medical Surveillance Programs [1]

**Page category:** Policy [2]

**Source URL:**https://www.uoguelph.ca/hr/hr-services/occupational-health-and-wellness/occupational-health-and-wellness-policies/occupational-health-and-medical-surveillance-programs-policy

**Links**
[1] https://www.uoguelph.ca/hr/hr-services-occupational-health-wellness/occupational-health-surveillance [2] https://www.uoguelph.ca/hr/page-category/policy