



New Employee/Student Safety Orientation Checklist

Employee		Staff / Student #	
Supervisor		Phone	
Safety Officer		Phone	
Trainer		Phone	

This checklist is intended to serve as a guide to supervisors for orienting new staff, faculty, students and others (i.e. post-doctoral fellows, visitors/volunteers, summer students, 4th year students doing research projects, etc.) and to assist them in carrying out their work safely. This checklist also serves to provide a summary of training received. Certificates for WHMIS, Biosafety, Radiation Safety, First Aid, and CPR courses must be kept on file within the Department or in the files of the Principal Investigator.

This checklist is required to be completed with all new employees and students within the first two weeks of their arrival in the department and the signed checklist must be kept on file in the Department or in the files of the Principal Investigator. The Departmental Safety Officer should be informed that this orientation has been completed.

All pertinent safety information can be found on the Queen's University Department of Environmental Health and Safety website: www.queensu.ca/risk/safety

Please initial when completed, if the section is not applicable to your worksite enter N/A.



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General Safety			
Health & Safety Orientation Training https://www.queensu.ca/risk/safety/training/health-safety-awareness University Policies: Discuss the following: <ul style="list-style-type: none"> - Health & Safety Management System - Policy Statement on Health & Safety - Policy Statement on Environmental Health & Safety Available on EH&S website under Procedures section: https://www.queensu.ca/risk/resource-index			
Emergency Evacuation: Walk through the appropriate emergency evacuation route, also point out secondary evacuation route			
Fire Alarm Pull Stations: Show where fire alarm stations are located and instruct in their use.			
Portable Fire Extinguishers: Show location of portable fire extinguishers. Emphasize that they are only to be used if they are trained, and on small fires. The fire alarm system should be activated FIRST.			



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Responding to Emergencies: Review the booklet > <i>Your Guide to Responding to Emergencies</i> - available at https://www.queensu.ca/security/emergency-response-procedures			
Individual Workplace Emergency Response Plans: Does the employee need an individual workplace emergency response plan due to a disability? For information see Human Resources page http://www.queensu.ca/humanresources/forms			
Reporting Unsafe Conditions: Unsafe conditions or acts must be reported to the supervisor or safety officer. Student/employee should take responsibility for correcting unsafe conditions when feasible (e.g. remove tripping hazard)			
Incidents and Near Misses: Report all incidents or near misses to supervisor/safety officer. Employee incident report must be completed and forwarded to EH&S			
Workplace Insurance and Safety Board: All work-related injuries/illnesses are covered by WSIB. Injuries must be reported to supervisor/safety officer immediately			



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Warning Signs/Labels: Discuss the meaning of all warning signs and labels used in the work area			
Personal Protective Equipment: Explain the care and use of all PPE and when it is required to wear PPE.			
Safety Committee: Discuss role of Safety Committee and membership of Committee.			
Safety Bulletin Board: Point out the Safety Bulletin Board. Note JH&SC membership, names and location of people trained in first aid and location of first aid kit.			
Working in Hot Environments: Discuss Queens Policy and Department's procedures			
Footwear Policy: Discuss Queen's policy and specific types of footwear to be used at the worksite.			



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Food and Drink: Discuss Queen's and Departments policies. Point out areas where food and drink may be consumed.			
Ladder Safety: Discuss Queen's policy for ladders and step stools.			
Working Alone: Instruct that if hazardous work must be performed outside normal working hours then: <ul style="list-style-type: none"> - The work must have supervisor's approval. - If a second co-worker is not present then Security should be notified. - Discuss Security's "<i>Lone Worker</i>" program. 			
Physical Requirements: Discuss all physical requirements of the job (lifting, climbing etc.)			
General and Chemical Laboratory Safety			
Environmental Safety & Security Lab doors must be closed at all times and locked when the lab is unoccupied.			



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Safety Shower/Eyewash: Show the location of the eyewash and safety shower and how to operate each them. DO NOT pull the handle of the safety shower during this orientation.			
Lab Coats/Gloves: Only wear lab coats and gloves in the halls when transporting hazardous material. Discuss the “one glove method”.			
WHMIS All employees who work with or work in close proximity to chemicals must attend Queen’s WHMIS training and annual refresher training (EH&S website) must be completed. If they have already obtained training at Queen's University. (Indicate date under Comments). The student is registered to obtain training on: _____ (date)			



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Handling Reagents: Given\ clear instructions regarding the lab rules (i.e. in-house procedures) for handling reagents.			
Chemical Spill: Instruct on the appropriate measures to take in case of a chemical spill www.queensu.ca/risk/resource-index SOP-HAZMAT-01			
Chemical Disposal: Instruct in the safe handling and disposal of dangerous substances (e.g. acids, phenol, formalin, etc.) www.queensu.ca/risk/safety/waste-disposal			



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<p>Chemical Storage Procedures Instruct on the proper segregation and storage of chemicals and flammable materials in the laboratory.</p> <p>www.queensu.ca/risk/resource-index Procedures subheading, EHS section</p> <p>Chemical Storage: SOP-CHEM-05</p> <p>Laboratory Flammable and Combustible Handling Procedures: SOP-CHEM-07</p> <p>General Flammable and Combustible Handling Procedures: SOP-CHEM-08</p>			
<p>CHEMFFX: All MSDSs are now on-line. Visit www.queensu.ca/risk/safety/chemical to complete training and link to CHEMFFX</p> <p>NOTE: If MSDS is missing or out of date contact Ben Feigen at ben.feigen@queensu.ca</p>			



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<p>VERTERE: Discuss the Queen's Inventory programme. Go through Vertere website https://jr.chemwatch.net/chemwatch.web/account/login?ReturnUrl=%2fchemwatch.web%2fhome</p> <p>If necessary add new employee/student to the Vertere Inventory Management System. (Contact Ben Feigen at ben.feigen@queensu.ca)</p>			
<p>Radiation Laboratory Safety</p>			
<p>CNSC: Make aware of the regulations that govern the use of radioisotopes in Canada (from Radiation Safety Course)</p>			
<p>Radiation Safety Manual: The employee/student has read the Radiation Safety Manual prior to commencing work with radioactive materials.</p> <p>The manual may be obtained at www.queensu.ca/risk/resource-index under Procedures subheading, EHS section</p>			
<p>Security: Instructed in the security requirements regarding radioactive material and the requirement to report any breaches in security</p>			



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<p>Authorized User: The employee/student has been listed as an authorized user on the supervisor's radioisotope permit.</p> <p>They may not work unsupervised with radioactive materials until they have completed the Queen's Radiation Safety Course.</p>			
<p>Radiation Safety Course: Radioisotope or sealed source safety training has been discussed with the employee/student</p> <p>If the student has already obtained training at Queen's University, indicate date under Comments.</p> <p>The student is registered to obtain training on _____ (date)</p>			



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Lab Specific Training: Clearly instruct regarding lab rules (i.e. in-house procedures) for radioisotope work.			
Permit: The employee/student has been instructed in and has read all the special requirements listed on the permit.			
Records: Give detailed instructions on record keeping for radioisotopes.			
Spills: Instruct on the appropriate measures to take in case of a radioactive spill or exposure			
Disposal: Instruct in the safe handling and disposal of radioisotopes. www.queensu.ca/risk/safety/waste-disposal			



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Biohazard Laboratory Training			
The employee/student may not work unsupervised with biohazardous materials until they have completed the requirements below.			
Biosafety Manual: Read the Queen's Biosafety Manual Biological Safety Manual 2021.pdf (queensu.ca)			
Queen's Biosafety Certification: Complete Biosafety Level 1 or Level 2 quiz and/or "Human Tissue, Blood and other Bodily Fluid" slides and quiz as required Biohazard Safety Office of Risk and Safety Services (queensu.ca)			
Lab Specific Training: Obtain instruction regarding lab rules, lab-specific procedures and any inventory records required for biohazards			



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Biosafety SOPs: Read Queen's Biosafety SOPs that apply to the laboratory. Resource Index Office of Risk and Safety Services queensu.ca			
Permit: Read and have your questions answered about the lab's biohazard permit including the risk assessment, training statement, and inventory.			
Health Status: Know what changes in health status (including pregnancy) might increase susceptibility to the biohazards in your lab. Remember to inform your supervisor if these occur so that changes can be made for your safety if necessary.			



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Immunization: Obtain any recommended immunizations or serum titre testing. Walsh and Associates is the Occupational Health Services provider for research personnel at Queen's. They can provide this service. Charges will be billed back to your supervisor. Occupational Health Services Walsh and Associates(4).pdf (queensu.ca)			
Exposure Response: Know the emergency first aid for a biohazard exposure and the location of KGH Emergency. If you need advice about whether or not you need to go to Emergency, during business hours you may phone Walsh and Associates the Occupational Health Services provider for research personnel at Queen's (at their Belleville number 613-966-4114 Occupational Health Services Walsh and Associates(4).pdf (queensu.ca)			
Decontamination: Know the decontamination procedures associated with various techniques using biohazardous material.			
Disposal: Instructed in the safe handling and disposal of biohazardous waste. Waste Disposal Office of Risk and Safety Services (queensu.ca)			



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Spills and other Biohazard Releases: Know how to respond to a biohazard spill or other release from containment (e.g. due to failure of a centrifuge tube or Biological Safety Cabinet malfunction)			
Biosecurity: Instructed in the security requirements regarding biohazardous material and the requirement to report any breaches in security.			
Authorized User: Be listed as an authorized user on the supervisor's biohazard permit (unless you are an undergraduate project student or visitor, since you will not work unsupervised).			
Other Department Specific Orientation Completed			



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TRAINING

List ALL formal training the employee/student has completed or requires to do his/her work.

Type of Training	Registration Date for Training	Completion Date for Training	Student/ Worker's Initials	Certificate on File?
Safety Awareness				
WHMIS				
Radiation Safety				
Biohazard				
First Aid				
CPR				
Transportation of Dangerous Goods				
Boating Safety				

Name of Employee/student (please print): _____

Employee/student's Signature: _____

Name of Supervisor (please print): _____

Supervisor's Signature: _____

Name of Person Providing Orientation (please print): _____

Trainer's Signature: _____ Date: _____

NOTE: The completed checklist must be kept on file by the Principal Investigator or the Department. Inform the Departmental Safety Officer that it has been done.