

Statement of Commitment

Our core values – trust, quality and excellence – guide our dedication to providing a healthy and safe workplace for all employees, elected officials, volunteers, contractors, suppliers, customers and visitors.

The City of Mississauga is committed to the wellbeing of employees through the provision of a work environment that ensures both physical and psychological health and safety. Our focus on the prevention of occupational illness and injury in the workplace is an important part of the way we conduct business and is an integral piece to our success. Individuals in our workplaces, including employees, elected officials, volunteers, contractors, suppliers, customers, and visitors have a right to a healthy and safe environment which promotes inclusivity, mutual respect, and is violence and harassment free.

Individuals at all levels of our organization have distinct roles and responsibilities with the understanding that physical and psychological safety is everyone’s responsibility.

Employer Commitment

The employer, inclusive of the Senior Leadership Team, is committed to promoting, providing, and maintaining a physically and psychologically safe work environment which protects all employees and workers in our workplaces from occupational injury and illness.

Management Commitment

It is the responsibility of all our people leaders to maintain a healthy and safe work environment for our employees and workers in City workplaces. As well, management will take all reasonable precautions to protect employees from workplace injury and illness, maintain safe working conditions, and ensure they are trained and will follow safe work practices. Management will address and resolve safety issues in a timely and meaningful manner.

Employee Commitment

It is the responsibility of each employee to be aware of and to work in accordance with legislation, follow work instructions and workplace health and safety procedures, use all required safeguards and personal protective equipment, participate fully in training, not engage in unsafe acts and inform management of unsafe conditions. Other workers in the City’s workplaces are also responsible for meeting these requirements, as appropriate in their circumstances.

To fulfill this commitment the City of Mississauga will:

- Comply with the *Occupational Health and Safety Act*, *Ontario Human Rights Code*, and associated regulations and agreements ensuring that our employees are informed of and carry out their health and safety responsibilities.
- Take necessary steps in accordance with internal policy and legislation to ensure that a safe, respectful, violence-free and inclusive workplace is maintained and restored.
- Actively engage all levels of our organization; employer, management, and employees to collectively identify physical and psychosocial hazards and collaboratively implement and evaluate safety and restorative measures.
- Define clear, measurable and achievable objectives that align with the organization’s commitment to health and safety, inclusivity, respect and violence-free workplace.
- For the purpose of continual improvement, evaluate the effectiveness of the health and safety management system, and implement changes as necessary.
- Ensure that employees and employee representatives, as required, participate in the development, implementation and continual improvement of the system and associated programs.
- Delegate the authority necessary to maintain an effective system.
- Provide the required resources to develop, implement and maintain the system.
- Recognize that it is in everybody’s common interest to promote and enhance working relationships consistent with the principles of mutual respect, confidentiality and cooperation.



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City Manager and Chief Administrative Officer
City of Mississauga

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