

## Fit for work – Fit for learning!

**Safety is a priority at CapU!** Whether you are an employee, student or contractor doing work on campus and on behalf of CapU, you have a responsibility for the health and safety of yourself and those impacted by the things you do (or don't do) on campus. This responsibility begins by arriving for work or classes **Fit for Work** and **Fit for Learning**, especially when your job, tasks and class activities have demanding physical requirements and/or the potential for harm to people or loss/damage to the environment, property or equipment.

### ROUGH NIGHT LAST NIGHT?

Maybe you were celebrating a special occasion, up late studying for an exam, had a poor sleep, taking medication for a cold or flu...

Whatever the case, think about the tasks that you need to do today. Are you required to drive or operate mobile equipment, use power tools, climb or work from a ladder, use flammable or hazardous chemicals? Are you responsible for the safety of others? **What's the worst thing that could happen to you or others if you're distracted, fatigued, under the influence of alcohol or drugs (including prescription and over the counter medications), or hung-over?**

**Fit for work – Fit for learning** - means that you can complete your work tasks and any high-risk activities associated with your studies in a manner that protects the health and safety of those around you and doesn't increase the risk of damage to CapU (or your own) property or equipment.



### BE A SAFETY CHAMPION!

**Fit for work – fit for learning** is a condition where your physical, physiological and psychological state enables you to continuously perform your tasks safely. Consider each state and ask yourself:

#### Physical Requirements (Physical Demands, Vision, Hearing)

- Do you know and understand the physical demands of your tasks?
- Are you able to meet the physical demands?
- Do you require any assistance completing your tasks safely?

#### Physiological Conditions (Fatigue, alcohol/drugs, campus exposures)

- Are you rested and ready for work/classes?
- Are you free from the influence of alcohol or drugs (including prescription and over the counter medication)?
- Do you have concerns about potential exposures on campus (chemicals, heat, etc.)?

#### Psychological Conditions (Risk tolerance, culture, emotional state)

- Do you have concerns about your tasks, the equipment you need to use or the procedure?
- Are you distracted – is there something on your mind?
- Would you like to talk to someone about your concerns?

If you are concerned about your (or someone else's) ability to complete an activity safely, let your instructor, supervisor or manager know, especially if it's an activity with high potential for injuries or loss. **Never walk past an unsafe act or condition!**

Need help? CapU has resources for employees ([Homewood Health](#)) and students ([YES – Your Early Support](#)) facing work related, academic and personal challenges

Safety is a priority at CapU! It is your responsibility to complete your tasks in a manner that doesn't put yourself, others or the environment at risk. Never walk past an unsafe act or condition and if you see something that can't be corrected right away, secure it and inform your supervisor, instructor and the safety department as soon as possible.