Joint Occupational Health and Safety Committee
Meeting Minutes

Date: December 9, 2025 **Location:** Y324 and Google Meet

Name	Title	Attended	Reviewed Minutes
Bonnie Thompson	AVP, Human Resources	☑	☒
Paul Wozney	Chief Safety, Risk and Employee Wellness Officer; Co-Chair, JOHSC	☑	☑
Shane Steininger	Environmental Science Technician; Co-Chair, JOHSC	☑	☑
Crystal Koch	Vice-President, MRSA	☒	☑
Robert Catena	Associate Professor, School of Nursing; Senior Grievance and Workplace Wellness Officer	☑	☒
Jessica Carswell	Faculty Financial Officer, Faculty of Science and Technology	☑	☑
Maureen Evans	Director of Planning and Operations, Students Division	☑	☑
Robert Siklodi	Manager, EH&S	☒	☑
Scharie Tavcer	Associate Professor, Economics, Justice and Policy Studies	☒	☒
Guest(s) to JOHSC: **Oladipo Jabagun** and **Kim Cousineau**			

Meeting Minutes

Items & Topics	
1	**1. Approvals** **1.1** October 27, 2025 JOHSC Minutes **1.2** June 10, 2025 JOHSC Minutes **1.3** April 16, 2025 JOHSC Minutes
Action Items: ● Ensure minutes are approved within a timely manner moving forward.	

2	**Previous Business**
	2.1 Working Alone Subcommittee
	● Tabling to **February 10, 2026**, as many committee members were unable to attend this meeting.
	2.2 Violence and Harassment Training
	● Paul and Bonnie discussed how initial training during employee onboarding is too broad, and does not describe in detail what harassment means, what is unacceptable, and what should be reported.
	● Other options for harassment training include reaching out to other vendors to provide in-depth training, refresher training, safety moments (e.g., psychological safety), etc.
	● Tabling to **February 10, 2026** to further discuss options.
	2.3 Health and Safety Posters
	● Was requested to provide a link to a [PDF](#).
	2.4 Terms of Reference
	● Tabling to **February 10, 2026**, as many committee members were unable to attend this meeting.

Action Items:

3	**New Business**
	3.1 MRU Now App / Working Alone (Kim Cousineau)
	● Rigorous testing over the past several months shows that the app works correctly for all mobile phone platforms.
	● How to register a working alone session? MRU Now ([see how to register a working alone session](#); call/email/approach Security Services directly.
	● If there are other features that other Post-Secondary institutions are asking for, AppArmor will develop that into the platform.
	● Field trips to remote locations should [in addition to working alone] have their own contingency plans in place.
	● Students, faculty and staff should be expected to download the MRU Now app if a device is available.
	3.2 Program Safety Manager (Oladipo Jabagun)
	● Fairly newer role, working closely with Security and EHS.
	● Three critical functions of the role:
	○ With a dedicated Security team in the library, manage behavior related issues/incidents.
	○ Develop safety programs (such as Safewalk), while collaborating with the MRU Now app.

	○ Safety planning for students, faculty, and staff.
Action Items: ● Ensure committee members review minutes via the "Reviewed Minutes" column on the attendance page.	

4	**Incidents in December 2025** ● **4 EHS incidents; 1 student (in the course of study) incident;**