

OHS Case ID:	<b>4633DRBTZXG</b>	Visit Date:	<b>2025-SEP-18</b>	Field Visit Type:	<b>FOLLOW-UP</b>
Field Visit no:	<b>4633DRBTZXG-4633-FV002</b>				
Workplace Identification:	<b>TORONTO CATHOLIC DISTRICT SCHOOL BOARD</b>				Notice ID:
	<b>80 SHEPPARD AVENUE EAST, NORTH YORK, ON CA M2N 6E8</b>				
Telephone:	<b>(416) 222-8282</b>	JHSC Status:	<b>Not required</b>	Work Force #:	<b>300</b>
				Completed %:	
Persons Contacted:	<b>Marta Radic - Human Resources</b>				
Visit Purpose:	<b>To respond to a complaint</b>				
Visit Location:	<b>Microsoft teams meeting</b>				
Visit Summary:	<b>One compliance commitment issued</b>				

**Detailed Narrative:**

The purpose of this visit was to provide additional comments from a previous visit (#4633DRBTZXG-4633-FV001).

**\*\*\*\*Occupational hygiene consultant comments.**

This MLITSD Occupational Hygiene Consultant, Fatemeh Golrasan, attended the virtual meeting on September 17, 2025, with Alexandra Rondinone, MLITSD Inspector, in a supporting role, to assess concerns related to the lack of proper heat stress policies, procedures, and cooling centres across the school board.

The Toronto Catholic District School Board (TCDSB) Hot Weather Policy and Procedures were provided to the MLITSD by the workplace parties during a previous visit (##4633DRBTZXG-4633-FV001).

**Findings and Comments:**

1. The employer has developed the **TCDSB Hot Weather Standard Operating Procedure (SOP) and Protocol** to raise awareness of heat stress illnesses and outline practical measures to help prevent heat-related discomfort and illness, ensuring the protection of both workers and students. The protocol is activated when a **heat warning is issued by Environment and Climate Change Canada**. According to the employer, when the protocol is activated, email notifications are sent to school principals, custodians, and all staff with specific instructions.

2. Once activated, the protocol includes several administrative control measures, including but not limited to the use of cooling centres by staff on a rotational basis throughout the day, reminders to drink water, turning off electronics, and staying indoors. However, no trigger temperature is used to escalate control measures in proportion to the level of heat exposure. Additionally, the employer has not specified whether, and for how long, scheduled heat-relief breaks may be implemented.

The OHCOW Humidex-Based Heat Response Plan was discussed with the workplace parties. This plan is based on workplace measurements, not weather station or media reports. The use of a thermal hygrometer is a simple way to measure temperature and relative humidity within the workplace. The employer is encouraged to adopt the OHCOW humidex-based plan to ensure timely and proportional controls.

3. The employer reported that some classrooms are not equipped with air conditioning units. They are currently seeking approvals for a pilot project involving the installation of ceiling fans in classrooms.

4. The employer reported that when workers or students experience heat-related discomfort, they may access air-conditioned cooling centres such as the library, gym, or portables. The employer is advised to ensure that adequate air-conditioned space is available for staff.

Recipient	Inspector Data	Worker Representative
	<b>Alexandra Rondinone</b>	
Name	O.H.S.A. & B.O.S.T.A. INSPECTOR	Name <u>Avi Karunakar</u>
	PROVINCIAL OFFENCES OFFICER	
Title	5001 Yonge St. Rm 1600 North York ON M7A 0A3	Title <u>MJHSC Secondary Worker Co-Chair</u>
<b>Sr. Mgr. OHS</b>	MOLCOMPLIANCEIHSTORN@ONTARIO.CA	
	<b>Tel: (437) 688-5284</b>	
	<b>Fax: (647) 777-5014</b>	
Signature	Signature <u>Alexandra Rondinone</u>	Signature 

You are required under the Occupational Health and Safety Act to post a copy of this report in a conspicuous place at the workplace and provide a copy to the health and safety representative or the joint health and safety committee if any. Failure to comply with an order, decision or requirement of an inspector is an offence under Section 66 of the Occupational Health and Safety Act. You have the right to appeal any order or decision within 30 days of the date of the order issued and to request suspension of the order or decision by filing your appeal and request in writing on the appropriate forms with the Ontario Labour Relations Board, 505 University Ave., 2nd Floor, Toronto, Ontario M5G 2P1. You may also contact the Board by phone at (416) 326-7500 or 1-877-339-3335 (toll free), mail or by website at <http://www.olrb.gov.on.ca/> for more information.

The Government of Ontario wants to hear from you. You can provide feedback on this visit at 1-888-745-8888

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5. No formal heat stress training has been provided to staff. The employer indicated that workers receive information on heat hazards and response steps primarily through emails when a heat warning is declared.

The employer committed to providing information and instruction to staff on:


- Signs, symptoms, causes, treatments, and prevention methods of heat-related disorders.

- Implementation of the heat stress program, including individual roles and responsibilities, reporting methods, and emergency responses.

Annual refresher training should be provided before the warm season, with emphasis on control measures, procedures, and health effects related to heat stress.

\*\*\*\*End of occupational hygiene consultant comments.

No further action is required by the MLTSD at this time.

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Name 	<b>Alexandra Rondinone</b> O.H.S.A. & B.O.S.T.A. INSPECTOR PROVINCIAL OFFENCES OFFICER	Name <b>Avi Karunakar</b>
Title <b>Sr. Mgr. OHS</b>	5001 Yonge St. Rm 1600 North York ON M7A 0A3 MOLCOMPLIANCEIHSTORN@ONTARIO.CA Tel: (437) 688-5284 Fax: (647) 777-5014	Title <b>MJHSC Secondary Worker Co-Chair</b>
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**Compliance commitment(s):**

The employer committed to address the following health and safety contravention(s) through the Internal Responsibility System: Information and instruction on the signs, symptoms, causes, treatments, and prevention methods of heat-related disorders and the implementation of the heat stress program, including individual roles and responsibilities, reporting methods, and emergency responses was not provided to staff.

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Completed %:

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#### Findings and Comments:


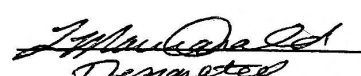

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Title <b>Sr. Mgr. OHS</b>	5001 Yonge St. Rm 1600 North York ON M7A 0A3 MOLCOMPLIANCEHSTORN@ONTARIO.CA Tel: (437) 688-5284 Fax: (647) 777-5014	Title <b>Designated Worker Member</b>
Signature	Signature 	Signature

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\*\*\*\*\*End of occupational hygiene consultant comments.

No further action is required by the MLTSD at this time.

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Recipient

Name

Title

  
**Sr. Mgr. OHS**

Inspector Data

**Alexandra Rondinone**

O.H.S.A. & B.O.S.T.A. INSPECTOR

PROVINCIAL OFFENCES OFFICER

5001 Yonge St. Rm 1600 North York ON M7A 0A3

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Worker Representative

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