

Occupational health and safety and the non-profit sector

OHS information for non-profit organizations

This resource provides information for non-profit organizations regarding their responsibilities under Alberta's occupational health and safety (OHS) legislation.

KEY INFORMATION

- Non-profit organizations are considered to be employers under OHS legislation and must meet all OHS requirements that apply to employers.
 - People in supervisory roles will also need to meet specific OHS requirements for supervisors.
- Most volunteers are considered workers under OHS law.
- As employers, non-profit organizations may need a health and safety committee, representative, and/or program depending on their size; they will also need to do a hazard assessment of their work site.

OHS requirements for non-profit organizations

Under OHS law, non-profit organizations are considered to be employers because they engage workers – whether paid employees or volunteers – in their activities. As such, non-profit organizations must meet all OHS requirements that apply to employers, as specified in Alberta's OHS legislation. For detailed information on these requirements, see [Guide to OHS: Employers](#).

Any people in supervisory roles in non-profit organizations must also fulfil OHS requirements that are specific to supervisors. For more information, see [Guide to OHS: Supervisors](#).

Volunteers

Volunteers who perform or supply services to an organization without being paid are defined as workers in Alberta's OHS Act. (Farm and ranch volunteers may be exempt from this definition—for more details, see section 1(tt) of the OHS Act and section 1.1 of the OHS Code.)

Volunteers are not considered to be workers of an organization if the organization has not formally or informally accepted the use of their volunteered services. For example, a person who is fundraising without the knowledge of the organization benefiting from the funds would not be considered a worker of that organization.

As workers, volunteers have the same health and safety rights and responsibilities as other workers under OHS legislation. For more information on these rights and responsibilities, see [Guide to OHS: Workers](#).

More information on volunteers and their status as workers is available in [Are students and volunteers workers?](#)

Health and safety committees and representatives

Depending on the number of regularly employed workers, an organization may be required to have a health and safety committee or representative.

Volunteers who are considered workers under OHS legislation are not counted as “regularly employed workers” for the purpose of determining whether an employer needs a health and safety committee or a health and safety representative. (Volunteers can still serve on a health and safety committee, and can also serve as a health and safety representative.)

For more information, visit [Health and safety committees and representatives](#).

Health and safety program

A non-profit organization must have a health and safety program if it has 20 or more regularly employed workers. Volunteers are counted as “regularly employed workers” for the purpose of determining whether a health and safety program is needed.

For more information, visit [Health and safety programs](#).

OHS starter kit

Non-profit organizations and other employers are encouraged to consult the [OHS Starter Kit](#), a publication designed to help employers understand the basic requirements of Alberta's OHS laws and learn how they can meet those requirements.

The OHS Starter Kit also provides information, tips, and best practices to employers who need to create a health and safety program or want to improve an existing health and safety program.

Contact us

OHS Contact Centre

Anywhere in Alberta

- 1-866-415-8690

Edmonton and surrounding area

- 780-415-8690

Deaf or hard of hearing (TTY)

- 1-800-232-7215 (Alberta)
- 780-427-9999 (Edmonton)

Notify OHS of health and safety concerns

alberta.ca/file-complaint-online.aspx

Call the OHS Contact Centre if you have concerns that involve immediate danger to a person on a work site.

Report a workplace incident to OHS

alberta.ca/ohs-complaints-incidents.aspx

Website

alberta.ca/ohs

Get copies of the OHS Act, Regulation and Code

Alberta Queen's Printer

qp.gov.ab.ca

OHS

alberta.ca/ohs-act-regulation-code.aspx

For more information

Are students and volunteers workers? (LI022)

ohs-pubstore.labour.alberta.ca/li022

Guide to OHS: Employers (LI009)

ohs-pubstore.labour.alberta.ca/li009

Guide to OHS: Supervisors (LI010)

ohs-pubstore.labour.alberta.ca/li010

Guide to OHS: Workers (LI008)

ohs-pubstore.labour.alberta.ca/li008

Health and safety committees and representatives (LI060)

ohs-pubstore.labour.alberta.ca/li060

Health and safety programs (LI042)

ohs-pubstore.labour.alberta.ca/li042

OHS Starter Kit (BP035)

ohs-pubstore.labour.alberta.ca/bp035

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