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The *Workers Compensation Act* requires that the employer must post a copy of this report in a conspicuous place at or near the workplace inspected for at least seven days, or until compliance has been achieved, whichever is the longer period. A copy of this report must also be given to the joint committee or worker health and safety representative, as applicable.

Inspection Report #202621072974A		
Employer Name	Jobsite Inspected	Scope of Inspection
UNIVERSITY OF VICTORIA	3800 Finnerty Road Victoria BC V8P 5C2	Asbestos Management

Date of Initiating Inspection	Date of This Inspection	Delivery Date of This Report	Delivery Method
Apr 02, 2026	Apr 02, 2026	Apr 02, 2026	Email

THERE ARE ZERO (0) ORDERS OR OTHER ITEMS OUTSTANDING

<p>ACTION MAY STILL BE NECESSARY TO ENSURE COMPLIANCE PLEASE READ FULL REPORT</p>
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INSPECTION NOTES

On April 2, 2026, WorkSafeBC Prevention Officer Marion Wylie conducted a workplace inspection at the request of the Facilities Management Department of the University of Victoria (the employer) located at 3800 Finnerty Road, Victoria, British Columbia. The following summarizes the inspection findings.

Scope of Inspection / Workplace Overview

Facilities Management at the University of Victoria plays a core operational role in supporting the university's academic, research, and residential activities by maintaining a safe, functional, and sustainable campus environment. The department is responsible for the operation, maintenance, and renewal of buildings, infrastructure, utilities, and grounds, encompassing teaching and research spaces, administrative facilities, and student residences. Through proactive asset management, regulatory compliance, health and safety oversight, and coordination with campus stakeholders, Facilities Management helps ensure continuity of operations, minimizes service disruptions, and supports UVic's long-term stewardship, sustainability, and institutional objectives.

This inspection focused on the employer's asbestos management program.

-- Asbestos --

Proper asbestos management is critical for the Facilities Management department to protect the health and safety of students, workers, contractors, and visitors while ensuring regulatory compliance and operational continuity. As many university campus buildings were constructed during periods when asbestos-containing materials were commonly used, effective identification, monitoring, and control of these materials is essential to prevent fibre release during maintenance, renovation, or emergency work. A robust asbestos management program supports informed decision-making, safe work practices, and contractor oversight, while reducing the risk of occupational exposure, liability, and unplanned disruptions. By maintaining accurate asbestos inventories, implementing control measures, and coordinating closely with health and safety professionals, Facilities Management can demonstrate due diligence and supports the university's responsibility as a safe and responsible steward of its physical assets.

Asbestos Abatement Work

For the benefit of the reader, the act defines "**asbestos abatement work**" as any of the following activities carried out for the purpose of the abatement of asbestos in relation to a building or in relation to any other thing or place:

- identifying material that is or may be asbestos-containing material;
- collecting samples of material that is or may be asbestos-containing material;
- assessing the risk posed by material that is or may be asbestos-containing material;
- assessing the risk posed by working with or near material that is or may be asbestos-containing material;
- removing, repairing or transporting, or disposing of, material that is or may be asbestos-containing material;
- any activity prescribed by regulation of the Lieutenant Governor in Council;
- planning how an activity referred to in any of paragraphs (a) to (f) is to be carried out;
- supervising an activity referred to in any of paragraphs (a) to (f);

Licensing and Certification

We discussed the following in relation to licensing and certification requirements:

- The University of Victoria is not required to have an asbestos licence if workers who perform asbestos abatement work solely for the employer within the employer's buildings, and do not perform that work for another person.
- Although the employer does not require a licence, they are required to ensure their workers have valid certificates if they conduct asbestos abatement work in relation to a building.

- The employer representative told me that the work performed by the employer's workers involves limited disturbance and handling of asbestos-containing materials when it is necessary to perform work in their trade (e.g., electrician, plumber, painter, etc.). As a result, they are not performing "asbestos abatement work" and are not required to be certified.
- The employer representative told me that before allowing an asbestos abatement contractor to work on university property, they ensure that the contractor holds a valid asbestos abatement license and that a hazardous materials inspection is conducted by a qualified person.

Training

We discussed that the employer must ensure that their worker who are at risk of exposure to asbestos are adequately instructed and trained in:

- the hazards of asbestos,
- the means of identifying asbestos-containing material at the worksite,
- the work procedures to be followed,
- the correct use of the required personal protective equipment, and operation of the required engineering controls, and
- the purpose and significance of any required health monitoring.

The employer representative told me that they train their workers in their exposure control plan safe work procedures and required controls.

Exposure Control Plan (OHS 5.54(2))

We discussed that the employer must ensure an asbestos exposure control plan is in place whenever workers may be exposed, and ensure it is administered by a properly trained individual. The employer representative showed me the components of their exposure control plan that were available on their computer.

Asbestos Inventory

We reviewed the employer's asbestos database which documents all confirmed, suspect, and abated asbestos-containing materials, including locations, sample date, last assessment, and an image (if available). I also reviewed the employer's Summary Report on Asbestos-Containing Materials for Building Occupants which is posted online for building occupants and which was last revised on March 03, 2025.

The employer representative explained to me that workers can access the asbestos inventory online and determine if asbestos containing materials are expected to be in the way of their planned work. We discussed how this information is relayed as part of the work order the worker receives.

-- Hazardous Materials --

Notice of Project - Hazardous Materials

We discussed that the guideline section **20.2.1 (1)** and **(2)** outline how the university may manage short-duration, intermittent asbestos-related repair, maintenance, or cleanup work under an ongoing operations and maintenance program without submitting a separate Notice of Project (NOP-H) for each task. For moderate-risk or high-risk asbestos work, an NOP-H must normally be submitted at least 48 hours before work begins; however, with prior permission from WorkSafeBC, the university may submit a single ongoing NOP-H covering routine, low-impact, moderate-risk tasks performed over an extended period (typically one year, renewable up to three years).

An ongoing NOP-H is intended for minor, routine, and short-duration work (not exceeding one shift) that involves minimal disturbance of friable asbestos-containing materials or periodic emergency cleanup of suspected asbestos debris. It does not apply to full abatement or demolition work that would normally require a licensed asbestos abatement contractor.

To obtain and maintain an ongoing NOP-H, the university must demonstrate that it has a compliant asbestos exposure control plan, an up-to-date asbestos inventory, and site-specific safe work procedures, and that all work is performed by adequately trained and supervised employees. WorkSafeBC may impose conditions, including maintaining a detailed job log, keeping the NOP-H and decision letter available at the worksite, and making records accessible for inspection.

Hazardous Materials Inspection (OHS 20.112(2))

We discussed that before work begins on the renovation or demolition of a building or a structure, the employer must ensure that a qualified person inspects the worksite to identify the hazardous materials, if any.

The employer representative told me that they require their sub-contractors to have a hazard materials inspection conducted by a qualified person prior to renovation, or demolition work commencing. We discussed that if the employer representative were to perform this work that they would be required to have a Level S certificate (**See Regulation Reference OHS 6.2.2(1)(b)**).

References

Refer to the Regulation References section of this report for further details regarding applicable requirements discussed during the inspection.

Additional resources or publications referenced:

- [Safe Work Practices for Handling Asbestos | WorkSafeBC](#)
- [Notice of project for hazardous substances – Ongoing asbestos work](#)

If you have any questions regarding this report, please contact:

Marion Wylie

WorkSafeBC - Prevention Field Services - Victoria B.C.

Desk: 250.881.7272

Marion.Wylie@WorkSafeBC.com

The WorkSafeBC prevention phone line is 1.888.621.7233 (621- SAFE) toll free in British Columbia.

REFERENCES

In addition to any orders, or other items, and the information provided in the Inspection Notes section in this Inspection Report, the officer may discuss other health and safety issues with the employer arising out of the inspection. The information below sets out the health and safety requirements discussed with the employer, and unless otherwise noted, violations of these requirements were not observed.

Reference	Details Discussed
<p>OHS5.54(2)</p> <p>The exposure control plan must incorporate the following elements:</p> <ul style="list-style-type: none"> (a) a statement of purpose and responsibilities; (b) risk identification, assessment and control; (c) education and training; (d) written work procedures, when required; (e) hygiene facilities and decontamination procedures, when required; (f) health monitoring, when required; (g) documentation, when required. 	<p>Including these elements in the exposure control plan is essential to ensure a comprehensive approach to protecting workers from harmful exposures. Each component addresses a critical aspect of safety, from identifying risks and implementing controls to providing necessary training, health monitoring, and documentation for effective management and compliance.</p>
<p>OHS6.6(3)</p> <p>Before a work activity that involves working with or in proximity to asbestos-containing material begins, the employer must ensure that a qualified person assesses the work activity and classifies it as a low risk work activity, a moderate risk work activity or a high risk work activity.</p>	<p>Before any repair, alteration, or demolition—including small repairs—where asbestos may be disturbed, a qualified person must perform a task-specific risk assessment.</p> <p>Key factors to consider:</p> <ul style="list-style-type: none"> • Whether asbestos-containing material may be disturbed Including cutting, drilling, breaking, sanding, or otherwise disrupting it. • Nature of the work activity What tasks will be performed, how intrusive they are, duration, and proximity to asbestos. • Likelihood of airborne fibre release during the work Based on the task, tools, techniques, and condition/friability of the material. • Need for controls Whether engineering controls, work procedures, or personal protective equipment are required to prevent exposure. • Overall exposure risk to workers during the activity
<p>OHS20.112(2)</p>	<p>This inspection report must document the following:</p> <ul style="list-style-type: none"> • The locations where representative samples were taken, and for each sample, its identity and whether it is hazardous material, if sampling and analysis were carried out.

Reference	Details Discussed
<p>Before work begins on the demolition or salvage of machinery, equipment, a building or a structure, or the renovation of a building or structure, all employers responsible for that work, and the owner, must ensure that a qualified person inspects the machinery, equipment, building or structure and the worksite to identify the hazardous materials, if any.</p>	<ul style="list-style-type: none">• The identity of each hazardous material identified, if alternative identification methods were used instead of sampling.• A description of the methods used to identify the materials (sampling and analytical testing or alternative methods).• The location of each identified hazardous material, clearly shown using descriptions and, where helpful, drawings, plans, or specifications.• The approximate quantity of each identified hazardous material.
<p>OHS6.2.2(1)(b)</p> <p>Before the employer permits a person to carry out asbestos abatement work at a workplace, the employer must ensure that the person (b) holds a valid asbestos certificate for that type of asbestos abatement work.</p>	<p>Learn about certificates - WorkSafeBC</p>

Employer #	Mailing Address	Classification Unit #	Operating Location
80391	OCCUPATIONAL HEALTH SAFETY & ENVIRO PO BOX 1700 STN CENTRAL VICTORIA BC V8W 2Y2	765010	001

Lab Samples Taken	Direct Readings	Results Presented	Sampling Inspection(s)	Workers onsite during Inspection	Notice of Project Number
N	N	N		275	

Inspection Report Delivered To	Employer Representative Present During Inspection	Worker Representative Present During Inspection	Labour Organization & Local
Darryl Huculak	Darryl Huculak	Not Available	

WorkSafeBC Officer Conducting Inspection
Marion Wylie

*Inspection Time	*Travel Time
1 hrs	1 hrs

*The time recorded above reflects the inspection time and travel time associated with this inspection report and includes time spent on pre and post-inspection activities. Additional time may be added for subsequent activity.

Request a Review

Any employer, worker, owner, supplier, union, or a member of a deceased worker's family directly affected may, within 45 calendar days of the delivery date of this report, in writing, request the Review Division of WorkSafeBC to conduct a review of an order, or the non-issuance of an order, by contacting the Review Division. Employers requiring assistance may contact the Employers' Advisers Office at 1-800-925-2233.

To submit a request online, visit <https://www.worksafebc.com/en/review-appeal/submit-request>

WorkSafeBC values your feedback. To obtain that feedback, an external market research provider may be contacting you to complete a survey.

WorkSafeBC's online services provide employers with tools to view information and to complete a variety of transactions with us in an easy, fast, and secure way. Through an online services account, you can view and download your inspection reports and compliance agreements, submit Employer Incident Investigation Reports, view your Health & Safety Planning Tool Kit, and more. Visit [worksafebc.com](https://www.worksafebc.com) to log in or create an account.