

**GREAT NORTH LINEMAN COLLEGE™ (GNLC)**  
**BOOTCAMP POLICIES & EXPECTATIONS**  
Student Code of Conduct, Safety Policy & Commitment (SCSC)



## *VISION*

To develop a new generation of Powerline Technicians who drive the industry's growth through unparalleled expertise and safety practices.

## *MISSION*

To build a foundation of expertise and safety in aspiring Powerline Technicians, equipping them with the skills necessary to succeed in a dynamic and essential industry.

## *VALUES*

### **Growth**

Fostering continuous personal and professional development.

### **Network**

Building a strong community of industry connections and support.

### **Leadership**

Inspiring students to lead with integrity and excellence.

### **Commitment**

Demonstrating dedication to our mission and vision.

# CODE OF CONDUCT

At GNLC, we uphold a high standard of professionalism, discipline, and respect to create a safe and productive learning environment. Every student is expected to adhere to the following principles:

## 1. Professionalism & Respect

- Treat instructors, staff, and fellow students with courtesy, respect, and professionalism at all times.
- Active listening and constructive feedback are encouraged to maintain a positive learning experience.
- Discriminatory remarks, offensive language, and disrespectful behaviour will not be tolerated.

## 2. Safety & Compliance

- Safety is our top priority. Follow all safety rules, regulations, and Occupational Health & Safety (OH&S) guidelines during both classroom and fieldwork.
- Failure to comply with safety protocols may result in disciplinary action, including dismissal from the program.

## 3. Attendance & Punctuality

- Attendance is mandatory for all scheduled classes, field exercises, and evaluations.
- Students must arrive on time and be fully prepared for the day's training.
- Repeated tardiness or absenteeism may result in removal from the program.

## 4. Proper Attire & PPE Compliance

- Students must wear GNLC-approved work attire, including:
  - Steel-toe boots
  - Hard hat
  - Safety glasses
  - Climbing belt and harness (when required)
  - High-visibility vests
  - Gloves and any additional PPE specified for training
- Failure to wear proper PPE may result in dismissal from field exercises.

## **5. Cleanliness & Organization**

- Maintain a clean and organized work environment in classrooms, training areas, and living quarters.
- Tools and equipment must be returned to their designated storage areas after use.

## **6. Technology & Distractions**

- Cell phones and personal electronic devices may only be used during designated breaks.
- Use of devices during training or fieldwork is strictly prohibited unless required for learning purposes.

## **7. Accountability & Responsibility**

- Complete all assignments, tests, and fieldwork on time and with integrity.
- Students are expected to take initiative and demonstrate leadership and teamwork in all activities.

## **8. Zero Tolerance for Harassment & Bullying**

- Harassment, bullying, intimidation, or any form of misconduct will not be tolerated.
- This includes physical, verbal, or online harassment of peers or staff.
- Incidents must be reported immediately to an instructor or administrator.

## **9. Compliance with GNLC Policies**

- Adhere to all GNLC policies regarding attendance, behavior, and program expectations.
- Violations may result in disciplinary action, suspension, or expulsion from the program.

## **10. Academic Integrity**

- All evaluations, exams, and practical exercises must be completed honestly and without cheating.
- Plagiarism or dishonest behavior will lead to immediate disciplinary action.

# SAFETY POLICIES

At GNLC, safety is non-negotiable. Every student is responsible for ensuring a safe work environment by following the policies outlined below:

## 1. PPE Requirements

- Personal Protective Equipment (PPE) must be worn at all times during field training and practical exercises.
- Instructors will inspect PPE before field exercises—damaged PPE must be replaced immediately.

## 2. Pre-Job Safety Assessments (JSA)

- Before starting any task, students must conduct a Job Safety Analysis (JSA) to identify potential hazards.
- Hazards must be mitigated before work begins.

## 3. Lockout/Tagout Training Procedures (LOTO)

- LOTO procedures must be followed when working with electrical systems or equipment to prevent accidental energization.
- Students will be trained in proper LOTO procedures and must demonstrate competency before participating in live exercises.

## 4. Fall Protection & Climbing Safety

- All students must use fall arrest systems when working at heights.
- Proper pole climbing techniques will be enforced—unsafe climbing practices will result in removal from training.

## 5. Minimum Approach Distance (MAD) Compliance

- Maintain safe distances from energized lines and equipment in accordance with industry standards.
- Failure to comply will result in immediate corrective action.

## 6. Lifting & Material Handling

- Use proper lifting techniques to avoid back and joint injuries.
- Mechanical aids should be used for heavy lifting when available.

## 7. Reporting Unsafe Conditions

- All students must report:
  - Unsafe conditions
  - Near-misses
  - Accidents
  - Equipment malfunctions
- Failure to report a safety issue is a violation of GNLC policy.

## 8. Fire & Emergency Preparedness

- Know the location of fire extinguishers, exits, and emergency assembly points.
- Follow GNLC's emergency response protocols in the event of a fire, electrical hazard, or medical emergency.

## 9. Situational Awareness & Focus

- Stay alert and attentive during all field training and practical exercises.
- Fatigue, distractions, or reckless behaviour will result in removal from activities.

## 10. Mandatory Safety Briefings & Drills

- Attendance at daily safety briefings and emergency drills is required.
- Safety knowledge will be tested periodically to ensure retention.



# OUR COMMITMENT

At **Great North Lineman™ College (GNLC)**, we are dedicated to providing an **exceptional training experience** that prepares students for a successful career in the powerline industry.

## 1. Safety First

- We enforce strict safety protocols to ensure a secure and risk-free learning environment.

## 2. High-Quality Training

- Our program delivers hands-on, competency-based training aligned with industry standards.
- Students receive real-world experience with pole climbing, rigging, and powerline operations.

## 3. Professionalism & Career Readiness

- GNLC instills the values of leadership, teamwork, and accountability.
- Students will graduate with the skills and confidence needed for industry success.

## 4. Career Development Support

- We connect students with industry employers and career placement opportunities.
- Resume-building, interview prep, and networking are integrated into our program.

## 5. Individualized Mentorship & Support

- Each student receives guidance and mentorship from experienced journeyman linemen.
- We are committed to helping every student achieve their personal and professional goals.

## 6. Continuous Learning & Adaptability

- GNLC encourages critical thinking, problem-solving, and adaptability in all training aspects.

## 7. Academic Integrity & Excellence

- We uphold the highest standards of integrity in training, testing, and certifications.

## 8. Inclusivity & Equal Opportunities

- All students are treated fairly and equally regardless of background.
- GNLC promotes a culture of respect and inclusivity in skilled trades.

## 9. Industry Leadership & Innovation

- We stay ahead by integrating modern training techniques such as VR simulations and real-world fieldwork.

## 10. Long-Term Student Success

- GNLC invests in our students' future by providing resources, tools, and ongoing career support.

**At Great North Lineman College™ (GNLC),** we are committed to upholding the highest safety standards in alignment with Occupational Health & Safety (OH&S), the Alberta Electrical Utility Code (AEUC), Apprenticeship and Industry Training (AIT), and Energy Safety Canada. Our training programs are designed to exceed industry expectations, ensuring that every student develops the necessary skills, knowledge, and awareness to work safely and efficiently in the powerline trade.

**Safety is not just a policy—it is a core value that defines our training, our culture, and our commitment to the well-being of every student.** From the classroom to the field, we expect all students to take ownership of their safety, follow established protocols, and cultivate a safety-first mindset that will serve them throughout their careers.

By completing our program, students will be equipped with the competencies, certifications, and best practices required to perform their duties safely and professionally in real-world powerline environments. GNLC will continue to support our graduates in their transition into the workforce, ensuring they remain confident, competent, and compliant with all provincial, national, and industry-specific safety regulations.

We encourage all students to approach their training with focus, responsibility, and a commitment to continuous learning. Together, we will build a stronger, safer, and more professional workforce that upholds the standards set by OH&S, AEUC, AIT, and Energy Safety Canada.

**"Safety is a shared responsibility—each one, teach one. The Brotherhood starts here."**

