



1. Rationale

The Simcoe County District School Board is committed to providing a safe, healthy and respectful working and learning environment for all of its employees. The board will maintain workplace violence prevention procedures as part of the board's Violence Prevention and Intervention Program to implement this policy with respect to workplace violence, and to meet the requirements of the *Occupational Health and Safety Act* (OHSA).

2. Policy Statement

It is the policy of the Simcoe County District School Board to promote a violence-free workplace in which all individuals respect one another to achieve common goals. Violent behaviour and behaviour which increases the risk of violence in the workplace are unacceptable and will not be tolerated.

The Simcoe County District School Board recognizes that violence and the threat of violence in the workplace is a serious hazard to its employees which can cause physical harm, as well as erode the mutual trust and confidence that are essential to the well-being of our employees.

3. Definition

3.1 The *Occupational Health and Safety Act* defines workplace violence as:

- (a) *the exercise of physical force by a person against a worker, in a workplace, that causes or could cause physical injury to the worker,*
- (b) *an attempt to exercise physical force against a worker, in a workplace, that could cause physical injury to the worker,*
- (c) *a statement or behaviour that it is reasonable for a worker to interpret as a threat to exercise physical force against the worker, in a workplace, that could cause physical injury to the worker.*

4. Guidelines

4.1 This policy is intended to protect employees and individuals who supply services for monetary compensation.

4.2 This policy applies to all work activities that occur on board premises, or while engaging in workplace activities or workplace social events.

PERSONNEL

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WORKPLACE VIOLENCE

3045

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- 4.3 Every employee must work in compliance with this policy and the workplace violence prevention procedures. Employees are encouraged to raise concerns about workplace violence and report any violent incidents or threats, in accordance with the procedures.
- 4.4 In compliance with the *Occupational Health and Safety Act*, employees have an obligation to report any unsafe activities, and those individuals engaging in unsafe activities will be held accountable for their actions. This, together with Safe Schools legislation means that violent and potentially violent activity by any person in the workplace will be investigated by the board and will be acted upon in a manner that protects employees in the workplace. Violations of this policy may be prosecuted under Canada's *Criminal Code*.
- 4.5 The Joint Health and Safety Committee and management shall review this policy as often as necessary, but at least annually, as required by the *Occupational Health and Safety Act*.

5. Administrative Procedures

The Director of Education is authorized to provide the administrative procedures necessary to implement this policy.

ADOPTED June 23, 2010