

SCHOOL DISTRICT NO. 51 (BOUNDARY)

P O L I C Y

SECTION	TITLE	NO. 4090
HEALTH/SAFETY	<u>Prevention of Violence in the Workplace</u>	

DATE ADOPTED: January 13, 1998

DATE AMENDED: December 13, 2004

DATE REVIEWED: March 13, 2018

DATE AMENDED: May 11, 2021

The Board of Education of School District No. 51 (Boundary) recognizes the right of all employees to work in an environment free from violence under the *Workers Compensation Act*.

The Board is committed to protecting employees from incidents of violence in the workplace, and as a result will conduct risk assessments and will establish a violence prevention program when there is any risk of injury to workers from violence arising out of their employment.

It is the responsibility of all personnel to identify and report situations of risk so that appropriate planning for prevention, intervention and follow-up can be undertaken.

R E G U L A T I O N S

1. Definition of Workplace Violence per OH&S Regulation 4.27:

The attempted or actual exercise by a person, other than a worker, of any physical force so as to cause injury to a worker, and includes any threatening statement or behaviour which gives a worker reasonable cause to believe that he or she is at risk of injury.

2. The Superintendent or designate will be responsible to maintain Violence/ Threat Risk Assessment procedures and ensure risk assessments are performed as required..
3. Where a risk assessment indicates potential for violent incidents exists, the Secretary Treasurer or designate will be responsible to ensure a Violence Prevention Program is established in collaboration with the Joint Health & Safety Committee and/or worker health and safety representatives.

4. The Violence Prevention Program will include the following components:
 - a. Policy/approach to preventing violent incidents
 - b. Identification of risks and when/how risk assessments will be completed;
 - c. Prevention procedures
 - d. Worker/supervisor training
 - e. Procedures for reporting and investigation incidents
 - f. Incident follow-ups
 - g. Program review
5. All records and incidents will be treated in a confidential manner.
6. Provisions for dealing with violence between two (2) or more employees of the Board will be covered by Occupational Health & Safety Regulations, Policy No. 4100, Respectful Workplace, and/or any terms of Collective Agreements as appropriate.