



## **Workplace Violence Prevention**

**Date: 2010 06 22 / 2015 04 28**

### **Policy Statement**

The St. Clair Catholic District School Board is committed to providing a violence-free workplace in which all people respect one another and work together to achieve common goals. Any act of workplace violence is unacceptable. Workplace violence in any form erodes the mutual trust and confidence that are essential to the well-being of our staff.

The Board is committed to addressing any form of workplace violence or threat of violence reported. This includes inappropriate behaviour reported to have occurred while on or off Board premises, while engaging in workplace activities or workplace social events. This policy also addresses the threat of domestic violence being carried out in the workplace when that information is shared.

This policy applies to all members of the Board community including but not limited to: trustees, students, employees, visitors such as parents and community members, volunteers, permit holders, contractors and employees of other organizations who work on or are invited onto Board property.

### **Policy Goals**

1. Encourage and support an environment that reflects Catholic values of respect and dignity of the person and that is free from workplace violence.
2. Confirm that all acts of workplace violence are strictly prohibited.
3. Set the framework for an effective and comprehensive workplace violence prevention and response program that meets the requirements of the Occupational Health and Safety Act.

### **Definitions**

**Workplace:** The workplace is any place where employees perform work or work-related duties or functions. Schools and school-related activities, such as extra-curricular activities and excursions, comprise the workplace, as do Board offices and facilities. Conferences and training sessions fall within the ambit of this policy.

#### **Workplace Violence:**

- a) the exercise of physical force by a person against an employee, in a workplace, that causes or could cause physical injury to the employee,



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- b) an attempt to exercise physical force against an employee, in a workplace, that could cause physical injury to an employee,
  - c) a statement or behaviour for which it is reasonable for an employee to interpret as a threat to exercise physical force against the employee that could cause physical injury to the employee.