

VIOLENCE IN THE WORKPLACE

Background

The District is committed to a working and learning environment free of violence, while developing and maintaining programs that effectively contribute to the personal safety and security of all employees.

All members of the school community are to be provided a safe, caring, orderly, secure, welcoming, and inclusive learning and working environment.

Definition

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

Procedures

1. Employee Training
 - 1.1. It is the responsibility of all supervisory staff to ensure employees under their supervision are provided training in the following:
 - 1.1.1. Recognition of violence and the potential for violence;
 - 1.1.2. Procedures to minimize risks of violence in the workplace;
 - 1.1.3. Appropriate responses to violent situations.
 - 1.2. Training information, materials, and other resources are available from the offices of the managers of inclusive Education, and Health and Safety.
2. Reporting of Violent Incidents
 - 2.1. Any incident involving violence shall be reported verbally to the appropriate Supervisor and reported in Prismatic Safety Management System as soon as possible after the occurrence.
 - 2.2. The Supervisor, and members of the Joint Occupational Health and Safety Committee, can request the assistance of Inclusive Education resources in the investigations of Ministry designated students who present complex, and recurring student behaviour to staff in the workplace.

Reference: Sections 20, 22, 65, 85, 177 School
Act BC Human Rights Code
Workers' Compensation Act
Occupational Health and Safety Regulation
Ministerial Order 276/07 Provincial Standards for Codes of Conduct Order
Collective Agreements

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