



WORKPLACE VIOLENCE

Superintendent Responsible: Superintendent of Human Resources	Initial Effective Date: 2019/10/28
Last Updated: 2023/06/26	Next Review Date: 2027/06/25

Objective:

To ensure a working and learning environment in which all individuals treat each other with respect and dignity and that is free from workplace violence, sexual violence, domestic violence, in the workplace.

Policy Statement:

The Grand Erie District School Board (Grand Erie) is committed to providing a safe and healthy working and learning environment free from Workplace Violence. Violence in the workplace is unacceptable and will not be tolerated.

Under the *Occupational Health and Safety Act (OHSA)*, everyone in the workplace has a responsibility to act cooperatively to provide a safe and healthy work environment.

Grand Erie will take appropriate steps from a human resource, student discipline, and safety perspective to address concerns regarding unsafe or violent behaviour. Violent behaviour and behavior which increases the risk of violence in the workplace will not be tolerated.

These processes will be implemented through Grand Erie's Health and Safety Program and reviewed and amended annually through consultation with the Joint Occupational Health and Safety Committee.

Reference(s):

- Workplace Violence Procedure (HS-002)
- Workplace Violence Manual (HS-02-M)
- Bullying Prevention and Intervention Policy (SO-10)
- Bullying Prevention and Intervention Procedure (SO-010)
- Progressive Discipline and Promoting Positive Student Behaviour Procedure (SO-011)
- Code of Conduct Policy (SO-12)
- Code of Conduct Procedure (SO-012)
- Employee Safety Protocol at Non-Board Locations Procedure (HS-004)
- Harassment and Objectionable Behaviour Policy (HR-05)
- Harassment and Objectionable Behaviour Procedure (HR-005)
- Health and Safety Policy (HS-01)
- Health and Safety Procedure (HS-001)
- Maintaining Employee Safety While Working with Students Procedure (HR-107)
- [Occupational Health and Safety Act](#)
- Student and Staff Safety-Personal Protective Equipment and Physical Intervention Techniques Procedure (HS-011)