



Authority Policy 5004

VIOLENCE IN THE WORKPLACE

Legal References: *Occupational Health and Safety Act as amended June 15, 2010; Education Act: Sections 283-CEO, 264-Duties of a Teacher, 265 Duties of Principal; Criminal Code of Canada.*

Effective Date: October 2014

Revisions: October 2014

Reviewed:

1. Violence Prevention

1.1 The KidsAbility School Authority (the Board) believes in the prevention of workplace violence and promotes 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 conduct. Workplace violence in any form erodes the mutual trust and confidence that are essential to the well-being of our staff.

1.2 Definitions

Workplace Violence: as defined by the *Occupational Health and Safety Act*, workplace violence is:

- (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 a worker,
- (c) A statement or behaviour that it is reasonable for a worker to interpret as a threat to exercise physical force against a worker, in a workplace, that could cause physical injury to a worker.

Workplace: any location, either permanent or temporary, where the employee performs any work-related duty. This includes the buildings and surrounding perimeters, parking lots, field locations. This procedure applies to all work activities that occur while on Board business, or board social events.

1.3 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.