



School District No. 27 (Cariboo-Chilcotin)

VIOLENCE IN THE WORKPLACE

Policy No. 4111.14

Confirmed: April 2017

Effective: October 2006

Initial Adoption: February 1996

Preamble

The Board believes that employees have the right to protection from violence in the workplace.

Policy

The Board of Trustees complies with the Regulations of the Workers Compensation Board as established in policy R4.27-1, Violence in the Workplace.

Regulations

Part 4 – General Conditions
Workers' Compensation Board of British Columbia

Definition of Violence

4.27 Violence means 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

Risk Assessment

- 4.28 1) A risk assessment must be performed in any workplace in which a risk of injury to workers from violence arising out of their employment may be present.
- 2) The risk assessment must include the consideration of:
- previous experience in that workplace,
 - occupational experience in similar workplaces, and
 - the location and circumstances in which work will take place

Procedures and Policies

- 8.92 Where a risk of injury to workers from violence is identified by an assessment performed under regulation 8.90 the employer shall
- establish procedures, policies and work environment arrangements to eliminate the risk to workers from violence,
 - where elimination of the risk to workers is not possible, establish procedures, policies and work environment arrangements to minimize the risk to workers, and
 - establish procedures for reporting, investigating and documenting incidents of violence in accordance with requirements of Section 6

Instruction of Workers

- 8.94 1) The employer shall inform workers who may be exposed to the risk of violence of the nature and extent of the risk.
- 2) The duty to inform workers, in clause 1, includes a duty to provide information related to the risk of violence from persons who have a history of violent behaviour and whom workers are likely to encounter in the course of their work.
- 3) The employer shall instruct workers who may be exposed to the risk of violence in
- a) the means for recognition of the potential for violence,
 - b) the procedures, policies and work environment arrangements which have been developed to minimize or effectively control the risk to workers from violence,
 - c) the appropriate response to incidents of violence, including how to obtain assistance, and
 - d) procedures for reporting, investigating and documenting incidents of violence.

Response to incidents

- 8.96 1) Incidents of violence shall be reported and investigated in accordance with the requirements of Section 6.
- 2) The employer shall ensure that corrective actions are taken in response to incidents of violence in accordance with the requirements of regulations 6.08 and 8.10.
- 3) The employer shall ensure that a worker reporting an injury or adverse symptom as a result of an incident of violence is advised to consult a physician of the worker's choice for treatment or referral.

Note: The requirements for risk assessment, procedures and policies, the duty to respond to incidents and to instruct workers are based on the recognition of violence in the workplace as an occupational hazard. This hazard is to be addressed by the occupational health and safety program following the same procedures required by the Industrial Health & Safety Regulations to address other workplace hazards.