

## **3190 Violence in the Workplace**

Policy 3190

STATUS: ADOPTED

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### *VIOLENCE IN THE WORKPLACE - EMPLOYEES*

Board Approved and Codified: October 18, 1995

Last Revised: June 19, 2013; January 2014;

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#### Description:

1. The Board recognizes the right of all employees to work in an environment free from violence as described by the Occupational Health and Safety Regulation issued by WorkSafeBC. Acts or threats of violence toward an employee by non-employees, including students, shall not be tolerated.
2. The Board of Education directs that the Superintendent of Schools ensure that the Occupational Health and Safety Regulation relating to protection of workers from violence in the workplace is adhered to.
3. The Superintendent will ensure that:
  - 3.1. risk assessments are undertaken;
  - 3.2. risks are eliminated or minimized;
  - 3.3. procedures are in place for reporting, investigating and documenting violent incidents;
  - 3.4. employees who may be exposed to risks of violence are informed of the nature and extent of the risk;
  - 3.5. employees at risk are trained to recognize, respond to, and report violent incidents.
4. All records and incidents are to be treated in a confidential manner with information being shared with those who may be in contact with the individual.
5. Provisions for dealing with violence between two or more employees of the Board will be covered by other Board policies and the terms of any applicable collective agreement.