



Section 3000 – Operational Expectations

“Together We Learn”

3020 – VIOLENCE IN THE WORKPLACE

Introduction

The Occupational Health and Safety Regulation issued by WorksafeBC requires that employees have a right to work in an environment free from intimidation and violence. Acts or threats of violence toward an employee by non-employees, including students, shall not be tolerated.

Policy

1. 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.
2. In particular, the Superintendent shall ensure that:
 - 2.1 risk assessments are undertaken;
 - 2.2 risks are eliminated or minimized;
 - 2.3 procedures are in place for reporting, investigating and documenting violent incidents;
 - 2.4 employees who may be exposed to risks of violence are informed of the nature and extent of the risk;
 - 2.5 employees at risk are trained to recognize, respond to, and report violent incidents.
3. Every employee is expected to report to their immediate supervisor any violent incident or threat of violence.

Former Policy 345 – Violence in the Workplace

Date Agreed: September 13, 1995

Date Amended: May 13, 1998

Date Reviewed/Amended: November 13, 2002

Date Amended: December 13, 2006; January 15, 2020

Date Reviewed: April 6, 2011; November 26, 2014

Related Documents: WCB Act and Regulations