345 – 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.

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Related Documents: 345R and WCB Regulations