

Title	VIOLENCE IN THE WORKPLACE	Policy No.	3011
Department	ORGANIZATIONAL SUPPORT SERVICES (HUMAN RESOURCES)		
Reference(s)	-Health and Safety Policy -Domestic Violence Procedure -Building Security - Key Control -Contractor Acknowledgement Form -Privacy and Records Information Management -Harassment -Progressive Discipline of Employees -Safe Schools - Policies & Procedures - Supervision of Employees -Occupational Health and Safety Act	Effective Date	2010 June 15

The Thames Valley District School Board believes in the prevention of workplace violence and promoting 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.

1.0 Definition

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 the 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.

2.0 This policy applies to all work activities that occur while on Board premises, or while engaging in workplace activities or workplace social events.

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.

The Board is committed to develop and maintain a program to implement this policy with respect to workplace violence, and to meeting the requirements of the *Occupational Health and Safety Act*.

Administered By	ORGANIZATIONAL SUPPORT SERVICES (HUMAN RESOURCES)	Board Resolution No.	16.C.1
Amendment Date(s)		Amendment Resolution No.	