

DISTRICT SCHOOL BOARD ONTARIO NORTH EAST POLICY MANUAL

<p>SECTION 1.2: SYSTEM POLICIES AND PROCEDURES</p> <p>TITLE: VIOLENCE IN THE WORKPLACE</p>	<p>Policy Code 1.2.28</p> <p>Page 1 of 2</p> <table style="width: 100%; border: none;"> <tr> <td style="width: 70%;">REGULATIONS</td> <td style="text-align: right;">YES</td> </tr> <tr> <td>PROCEDURES</td> <td style="text-align: right;">YES</td> </tr> <tr> <td>MANUAL</td> <td style="text-align: right;">NO</td> </tr> </table>	REGULATIONS	YES	PROCEDURES	YES	MANUAL	NO
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PROCEDURES	YES						
MANUAL	NO						

POLICY STATEMENT

District School Board Ontario North East believes in the prevention of workplace violence and promotes 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.

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 a 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.

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*.

1st READING:	April 6, 2010	Motion #	4020-10
2nd READING:	April 6, 2010	Motion #	4036-10
3rd READING & APPROVAL:	April 20, 2010	Motion #	4036-10
EFFECTIVE DATE:	April 20, 2010	Revision Date:	

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<p>Other related policies of the Board which support this policy are:</p> <ul style="list-style-type: none">▪ 1.2.17 Occupational Health and Safety▪ 1.2.2 Anti-Harassment▪ 2.1.6 Student Code of Conduct▪ 2.1.7 Violence Prevention▪ 2.1.23 Managing Violent and Aggressive Student Behaviour▪ 2.1.26 Bullying Prevention▪ 2.1.10 Police & School Protocol▪ 2.1.3 Reporting Child Abuse	
EFFECTIVE DATE: April 20, 2010 Revision Date:	