



POLICY STATEMENT

WORKPLACE VIOLENCE

Rationale

The Algonquin and Lakeshore Catholic District School Board believes that the climate in the workplace must be one which recognizes and promotes a sense of dignity among all employees and encourages the development of an attitude of respect among those employees and others associated formally and informally with the operation of the school system.

The Board 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 is essential to the well-being of our staff.

Guiding Principles

- The Board believes that all people are created in the image and likeness of God and deserve to work in an environment that recognizes and promotes dignity and respect.
- 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 developing and maintaining a program to implement this policy with respect to workplace violence, and to meeting the requirements of the *Occupational Health and Safety Act*.
- The Board will provide information and instruction to workers on the contents of its Workplace Violence procedures and programs.
- Mechanisms and supports will be provided for the investigation of complaints of violent incidents and appropriate corrective, educational, and /or disciplinary interventions will be pursued vigorously when such instances of violence are confirmed.

References

Education Act

Occupational Health and Safety Act

Criminal Code of Canada

Administrative Procedures

Workplace Violence

Approved: January 25, 2011

Reviewed: April, 2019