

Violence in the Workplace

Policy 4040

April 18, 2006

Revision:

The Board recognizes that employees must be assured of a safe working environment which places the needs and safety of students at a high priority. It is the responsibility of all personnel to identify situations or potential situations of risk so that appropriate planning for prevention, intervention and follow-up can be put in place. No employee shall be required to jeopardize his/her own health or safety in the exercise of their duties.

Violence is defined as the attempted or actual exercise by a person, other than a worker, of any physical force so as to cause injury to a worker and includes any threatening statement of behavior which gives a worker reasonable cause to believe that the worker is at risk of injury. (W.C.B. Regulations 4.27 -4.31)

Guidelines

1. Should an employee find him/herself in a threatening situation involving a student, parent, or any other person, he/she should first attempt to remove students from that danger after which he/she must next remove him/herself from the threatening situation.
2. Appropriate training shall be provided at the district and / or work site level to enable each employee to recognize potential risks of violence in order that they may take appropriate preventive measures.
3. Once removed from the situation, the employee must report the incident, using the School District #81 (Fort Nelson) Threat/Violence Report form.