

Violence in the Workplace

Policy 4040

April 18, 2006

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This Policy is combined with Policy 4130

The Board of Education recognizes that employees must be assured of a safe working environment. 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 in the workplace is defined as the attempted or actual exercise by a person, of any physical force so as to cause injury and includes any threatening statement of or behavior which gives reasonable cause to believe that he or she is at risk of injury. (As defined in WorkSafe BC regulations)

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 student(s) from that danger after which he/she must next remove him/herself from the threatening situation.
2. Ensure that employees are aware of and follow safety practices to prevent and respond to violent incidents.
3. Employees must report violent incidents, using the School District #81 (Fort Nelson) Threat/Violence Report form.
4. Critical incident debriefing will be offered to employees affected by workplace violence.