



Policy Manual – Human Resources

H.M.13 – Employee Violence in the Workplace Prevention and Response

POLICY STATEMENT

The Hamilton-Wentworth Catholic District School Board is committed to providing a cooperative work/educational environment that is free from all forms of violence and fosters respect for the dignity, self worth and safety of all members of the Board’s Catholic Community. 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.

Purpose

The Board is committed to addressing any form of workplace violence or threat of violence reported. This includes inappropriate behaviour reported to have occurred while on Board premises, while engaging in workplace activities or workplace social events. This policy also addresses the threat of domestic violence being carried out in the workplace when such information is brought to the attention of the Board.

Responsibility

Director of Education

Regulations

Occupational Health and Safety Act, Section 32.0.1

Provincial Code of Conduct, 2012

Ontario Human Rights Code, 1990

Criminal Code of Canada

Education Act

Respectful Catholic Workplace Community Policy, 2016

Safe Schools Policy of HWCDSB, 2012

Parental Concern Protocol and Guidelines for the Management of Parental Harassment, 2012

Related Board Committee

Committee of the Whole

Policy Review Date

BM Original Policy Approved April 5, 2011

Revisions: 04 June 12, 04 June 13, 01 October 13, 06 May 14, 07 April 15, 01 March 16,

20 June 17, 03 October 18, 02 October 19, 03 November 20, 16 November 21

To be reviewed every year