



## WORKPLACE VIOLENCE POLICY

The management of The Health and Safety Management Group is committed to the prevention of workplace violence and is ultimately responsible for worker health and safety. We will take whatever steps are reasonable to protect our workers from workplace violence from all sources.

Workplace violence means:

- The exercise of physical force by a person against a worker, in a workplace, that causes or could cause or could cause physical injury to the worker.
- An attempt to exercise physical force against a worker in a workplace that could cause physical injury to a worker.
- A statement or behavior that it is reasonable for a worker to interpret as a threat to exercise physical force against the worker, in a workplace, that could cause physical injury to the worker. OHSA Sec.1. (1)

Violent behavior in the workplace is unacceptable from anyone. This policy applies to instructors, students, contractor trainers, suppliers, visitors, clients, and delivery persons. Everyone is expected to uphold this policy and to work together to prevent workplace violence.

There is a workplace violence program that implements this policy. It includes measures and procedures to protect persons from workplace violence, a means of summoning immediate assistance and a process for workers to report incidents, or raise concerns.

The Health and Safety Management Group as the employer will ensure that this policy and the supporting program are implemented and maintained and that all workers and supervisors have the appropriate information and instruction to protect them from violence in the workplace.

Supervisors will adhere to this policy and the supporting program. Supervisors are responsible for ensuring that measures and procedures are followed by workers and that workers have the information that they need to protect themselves.

Every person must work in compliance with this policy and the supporting program. All persons are encouraged to raise any concerns about workplace violence and to report any violent incidents or threats. There are no negative consequences for reports made in good faith.

Management pledged to investigate and deal with all incidents and complaints of workplace violence in a timely and fair manner, respecting the privacy of all concerned to the extent possible.

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Betty McDonald

President

January 1, 2017