



Administrative Procedure 5175

Workplace Violence Prevention

Board Governance Policy Cross Reference: [1](#), [11](#), [12](#), [13](#)

Administrative Procedures Cross Reference:

[Student Code of Conduct](#)

[Respectful Workplace](#)

[Workplace Safety and Health – Duties and Responsibilities for Safety and Health](#)

[Workplace Safety and Health – Investigating and Reporting Workplace Incidents and Refusals to Work](#)

Form Cross Reference:

[Violent Incident Report](#)

[Violent Incident Report - Principal Response](#)

[Workplace Safety and Health Concern Form](#)

Legal/Regulatory Reference:

[The Criminal Code of Canada](#)

[The Freedom of Information and Protection of Privacy Act \(FIPPA\)](#)

[The Personal Health Information Act \(PHIA\)](#)

[Youth Criminal Justice Act \(Canada\) \(YCJA\)](#)

[The Workplace Safety and Health Act C.C.S.M.c. W210](#)

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The Brandon School Division believes in the rights of all members of the school community to work and learn in environments that value and demonstrate respect for human rights and freedoms.

The Division affirms its obligation as an employer to provide learning and working environments free from violence. The Division holds accountable all employees, students, parents, volunteers, and all visitors to conduct themselves in a manner which promotes and protects the best interests and well-being of students, staff, and others. The principle of fair treatment is a fundamental one and the Division will not condone any improper behaviour which jeopardizes dignity, undermines learning, working relationships, and /or productivity.

Workplace violence, as defined under Regulation and in this administrative procedure, is unacceptable. Such behaviour toward an individual attacks the dignity and self-respect of that person and constitutes a serious infraction. Where an employee or student exhibits violent behaviour, disciplinary action, up to and including dismissal or expulsion may result.

The Criminal Code of Canada prohibits violence. This administrative procedure reinforces the Workplace Safety and Health Act and Regulations. This procedure is intended to provide guidelines to ensure a working environment free from violence and procedures to respond to such situations that may affect the working environment.

In the implementation of this administrative procedure, reasonable steps will be taken to minimize the potential for violence by adopting preventative measures. Employees who may work where there is a risk of violence will be appropriately informed and made aware of the procedures to follow should they experience violent behaviour.

Responsibilities

- **Board of Trustees**

The Board of Trustees of the Division has a responsibility to ensure that the learning and working environments are free from physical violence, verbal abuse or the threat of physical assault.

- **Employer**

As an employer, the Division has a responsibility to be aware of what is happening in the workplace and to deal with violent incidents appropriately. The Division will take disciplinary action on any person(s) who are found to have behaved violently towards a person or group of people and/or on any supervisor or manager who did not act properly to address the violent behaviour.

The Superintendent/CEO or designate shall be responsible for the administration of this administrative procedure.

This administrative procedure shall be provided to all employee groups and be included in orientation and appropriate training sessions.

Upon hiring, the Division will provide all Principals and Supervisors with training on how to prevent workplace violence and will provide refresher training every 3 years.

- **Principals and Supervisors**

All Principals and Supervisors are responsible for creating and maintaining a work environment that is free from violence. This includes ensuring that this administrative procedure is accessible and communicated to employees.

Principals and Supervisors, as per the Workplace Safety and Health Act Regulations, shall so far as reasonably practicable, take all necessary precautions to protect the safety and health of a worker under his or her supervision and advise a worker under his or her supervision of all known or reasonably foreseeable risks to safety and health in the area the worker is performing work.

- **Employees**

All employees are responsible for ensuring that the workplace is free from violence. Employees are expected to treat colleagues with respect and to immediately report any incidents of violent behaviour. Employees are also responsible for following the preventative measures put in place where there is a risk of violence.

- **Students**

All students are responsible for practicing appropriate conduct on the school premises, on the way to and from school, on out of school activities that are part of the school program, and while traveling on a school bus or in a vehicle being used as part of a school program. Students shall be expected to support a positive school climate and participate in the creation of a safe learning environment. For more information regarding student behaviour, please refer to the administrative procedure Student Code of Conduct.

- **Parents/Visitors/Volunteers**

All parents/visitors/volunteers are responsible for practicing appropriate conduct on the school premises that is consistent with the school code of conduct. All parents/visitors/volunteers are expected to support a positive school climate.

Workplace Violence

Workplace violence is defined as the attempted or actual exercise of physical force against an employee or student in a workplace. It also includes any threatening statement or behaviour that gives a person reasonable cause to believe that physical force will be used against the person.

Workplace violence can take place in the workplace itself, or outside the workplace in a situation that is somehow connected to work. This includes threatening phone calls from one employee to another at his or her home, or any kinds of verbal or written threats or violent actions against an employee's family or property.

Examples of workplace violence include but are not limited to:

- Direct, conditional, or veiled threats of physical harm
- Vandalism of personal property
- Use of or threat to use a weapon

Preventative Measures

The Division has adopted preventative measures to minimize the risk of violence by:

- Establishing safe work procedures and working alone procedures
- Training employees in Non-Violent Crisis Intervention (NVCI)
- Establishing procedures for reporting, investigating, and documenting violent incidents
- Risk/Threat Assessment of employees, students and/or parents (when necessary)

Notification of Risk

Principals and Supervisors are to inform employees who work in settings where they could be at risk of violence. These may include:

- Employees who work with students who have a history of violence;
- Employees who work with students who have specific medical conditions, which may increase the probability of the student(s) becoming a perpetrator of violent acts;
- Employees who provide services to a student whose parent/guardian has a history of violence or who has posed a threat to school.

At any time where there is a change in the nature or extent of the risk of violence, Principals and Supervisors will inform employees who work where the risk of violence is present and provide the information necessary to appropriately explain the nature and extent of the risk of violence. The Principal or Supervisor will review established safe work procedures to minimize the risk.

The information released about any individual must be the minimum amount necessary to address the risk. The release of personal information should only be disclosed in the context in which the employee needs to be aware in order to adequately protect themselves to minimize the risk and may only be disclosed within the limitations of the law.

For example: A student at school with a risk of violence - release specific information and precautions (student becomes aggressive, kicks and bites at sound of bell, give pre-warning prior to bell ring) and do not disclose student diagnosis.

Reporting

All employees have a responsibility to ensure a safe workplace. To that end, employees are to promptly communicate issues relating to violence as follows:

- Employees who believe they have been witness to a violent incident will report the incident to the Principal or Supervisor immediately.
- Employees who have been the victim of a violent incident should complete a Violent Incident Report.
- Employees who believe a student, colleague or visitor to the workplace represents a danger to the safety of the workplace are to notify the Principal or Supervisor immediately.

An employee who has been harmed as a result of workplace violence is encouraged to consult their health care provider for treatment or referral to post-incident counseling, if appropriate.

All complaints of threats and/or violent behaviour will be acted upon in accordance with this procedure and policy. Confidentiality will be respected, but when necessary, information will be shared on a need-to-know basis with affected and/or involved individuals. Complainants will be advised on the extent to which information may need to be shared and with whom.

Any written documentation received in regards to a complaint, including investigative interview statements, should be signed by the appropriate parties.

In addition to or instead of levying a complaint pursuant to the policy, a complainant has the right to pursue his/her complaint through the Human Rights Commission or, where appropriate, to lay information under The Criminal Code of Canada, or both. The complaint procedures of this policy do not prohibit the individual's right to respond to a complaint through the collective agreements, or to seek redress as provided under the law.

Right To Refuse

If a complaint is filed, the employee has the right to refuse to work if the reported behaviour substantially interferes with the employee's ability to perform his or her work and the employee reasonably believes the behaviour will continue, or the employee's health or safety is jeopardized by continuing to work.

If an employee refuses to work, they must advise their Principal or Supervisor and complete a Workplace Safety and Health Concern Form identifying the reasons for refusing to work (please refer to Administrative Procedure Workplace Safety and Health – Investigating Workplace Incidents and Refusals to Work)

If it is determined that the employee does not have to work, reasonable alternative work arrangements will be made for the employee.

Risk Assessment

A risk assessment on violence will be unique to each workplace. The risk assessment will include a review of the frequency and nature of previous incidents of violence in the workplace.

Criteria to consider when evaluating risk of violence:

- The people – age and gender, personality and attitude, nature of the interactions between the people, and the physical status and emotional stability of the persons involved.
- The workplace – work locations, type of work, number of staff, whether employees are working alone, workplace design and layout, lighting and security, and hours of operation.
- The history – number and frequency of violent incidents, type and severity of incidents, nature of the incidents (between employees or employees and others in the workplace), types of jobs performed by those involved, cause or trigger for previous violent incidents.

Investigations

Unless a complaint is clearly frivolous or vexatious, an investigation will be conducted of all complaints of threats and/or violent behaviour. If you think a complaint is frivolous, please follow up with the appropriate Assistant Superintendent.

The staff member with the concern will complete the electronic Violent Incident Report located on the portal. This form will go directly to their Supervisor, the Workplace Safety and Health Officer, and Student Services. The Supervisor in consultation with the Workplace Safety and Health Officer will determine the level of investigation. Consultation may include a review of the incident to determine the risk of harm and consultation with the Superintendent or designate in potentially serious incidents.

An investigation may be conducted as follows:

- by the Principal or Supervisor; or
- by the Principal or Supervisor and Workplace Safety and Health Officer; or
- by the Principal or Supervisor and Workplace Safety and Health Officer, an employee representative and a Workplace Safety and Health Committee member.

The incident process or follow up shall be conducted using the Violent Incident Report - Principal Response. This form will indicate steps taken and corrective action on the incident, and that the supervisor has consulted with the complainant regarding corrective steps. This process should be done within 72 hours of the complaint being received and if that is not the case written notification should be given to the complainant on this.

Notwithstanding the above, in cases where the incidence of violence meets the Manitoba Workplace Safety and Health Regulation definition of a “serious incident”, the investigation must be conducted as soon as reasonably practicable after it occurs (see Workplace Safety and Health – Investigating Workplace Incidents and Refusals to Work).

An investigation then must be carried out by:

- the Workplace Safety and Health Committee co-chairs;
- the Principal or Supervisor and the Workplace Safety and Health representative at the specific workplace location; or
- the Principal or Supervisor, in the presence of an employee of the specific workplace location who is not associated with the management of the specific workplace location, when there is no committee or representative at the specific workplace location.

The investigation shall be conducted using the Incident Investigation Summary Report. Where employee interviews are necessary in any investigation, the employee may also have union representation present.

In addition, the Secretary-Treasurer is required to notify the Manitoba Workplace Safety & Health Division as per Workplace Safety and Health Regulation Section 2.7(1).

The investigation results report will be provided to the Workplace Safety and Health Officer, the Workplace Safety and Health Committee Co-Chairs, and the Secretary-Treasurer and must be reviewed with the Workplace Safety and Health Committee. Progress on implementing any recommendations will be documented in the meeting minutes of the Workplace Safety and Health Committee. Once the recommendations have been implemented, it will be noted in the meeting minutes of the Workplace Safety and Health Committee.

Annual Report

As per Workplace Safety and Health Regulation Section 11.7, each year an Annual Workplace Violence Report must be produced that includes the following:

- Records of incidents of violence at the workplace, if any;
- Results of any investigation into an incident of violence at the workplace, including a copy of any recommendations for control measures or for changes to the Workplace Violence Prevention Administrative Procedure;
- Description of the control measures implemented as a result of an investigation of workplace violence;
- A copy of any report prepared under Part 2 Section 2.9(3) of the Workplace Safety and Health Regulation.

The Annual Workplace Violence Report must be provided to:

- Superintendent/CEO
- Secretary-Treasurer
- Principals and Supervisors at each workplace location
- Workplace Safety and Health Committee
- Workplace Safety and Health representatives at each workplace location