



Niagara Catholic District School Board
EMPLOYEE WORKPLACE VIOLENCE POLICY
STATEMENT OF GOVERNANCE POLICY

200 – Human Resources

Policy No 201.11

Adopted Date: March 26, 2002

Latest Reviewed/Revised Date: May 25, 2022

In keeping with the Mission, Vision, and Values of the Niagara Catholic District School Board, the Board is committed to providing a safe working environment in which all Employees are treated with consideration, dignity, respect, equity, and in accordance with the gospel values of Jesus Christ.

The Board believes that the eradication of workplace violence in the school/workplace is the joint responsibility of the employer and the employee. Therefore, any employee who becomes aware of a potential workplace violence situation has a responsibility to report it immediately.

Workplace Violence will not be tolerated under any circumstance.

If an employee believes they are at risk of violence in the workplace, including domestic violence, they must advise their employer and the employer will take the appropriate steps and follow the Administrative Operational Procedures for this policy, which may include seeking the assistance of the police.

Where the occasion of workplace violence arises, the Board will achieve resolution through a formal process. During the process all information gathered is to be kept confidential.

In accordance with current legislation in the Province of Ontario, the Board will assess the risks of workplace violence ([Appendix A](#)) that may arise from the nature of the workplace, and provide relevant training, information and instruction to the employees.

This Policy is to be applied in connection to the following Board Policies that support dealing with employee behavior, progressive discipline, conflict resolution and school safety: Code of Conduct, Access to School Premises, Criminal Background Check, Occupational Health and Safety, Employee Workplace Harassment as well as the Police and School Board Protocol.

The Board will review this policy with respect to workplace violence, on an annual basis, and will post this policy in the workplace along with any applicable procedures and/or related programs.

The Director of Education will issue [Administrative Operational Procedures](#) for the implementation of this policy.

References

- [Bill 168: Occupational Health and Safety Amendment Act \(Violence and Harassment in the Workplace\) 2009](#)
- [Human Rights Code](#)
- [Municipal Freedom of Information and Protection of Privacy Act](#)
- [Occupational Health & Safety Act \(December 2009\)](#)
- [Workplace Violence in School Boards: A Guide to the Law](#)

- *Niagara Catholic District School Board Policies/Procedures*
 - [Employee Workplace Harassment Policy \(201.7\)](#)
 - [Privacy Policy \(600.6\)](#)

Adopted Date:	April 23, 2002
Revision History:	June 15, 2010 November 23, 2010 December 20, 2011 November 26, 2013 February 24, 2015 June 21, 2016 May 23, 2017 November 27, 2018 April 27, 2021 May 25, 2022