



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: June 16, 2026

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

The Board recognizes Workplace Violence as defined by the Occupational Health and Safety Act (OHSA);

- the exercise of physical force by a person against a worker, in a workplace, that causes 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 the worker,
- a statement or behaviour 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.

The Board believes that the eradication of workplace violence at all Niagara Catholic District Board sites, 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 to their supervisor.

Workplace violence will not be tolerated under any circumstances. The Board will achieve resolution through a formal process. All information gathered will be kept confidential.

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

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.

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.

Reference

- ***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***
 - ***Access to Board Premises AOP (302.6.3)***
 - ***Code of Conduct Policy (302.6.2)***
 - ***Complaint Resolution Policy (800.3)***
 - ***Employee Code of Conduct and Ethics Policy (201.17)***
 - ***Employee Workplace Harassment Policy (201.7)***
 - ***Privacy Policy (600.6)***
 - ***Records and Information Management Policy (600.2)***
 - ***Trustee Code of Conduct Policy (100.12)***
 - ***Protocol Between Niagara Region Police Service and the Niagara Catholic District School Board***

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 May 29, 2023 June 20, 2023 May 28, 2024 June 17, 2025 June 16, 2026