

## WORKPLACE VIOLENCE PREVENTION POLICY

**Authorizer:** Vice President, HR, Corporate Services, & Secretary General to the Board of Governors

**Version:** V2

**Effective Date:** 11/5/2014

### **POLICY STATEMENT:**

Conestoga College believes in the prevention of violence and promotes a violence-free workplace. With this goal in mind, violence of any kind will not be tolerated, accepted, or condoned.

As required by the Ontario Occupational Health and Safety Act (OHS), this policy formally establishes Conestoga College's commitment to enable a violence-free workplace. This policy and the associated Workplace Violence Prevention Program shall be reviewed on an annual basis.

### **SCOPE:**

This policy applies to all individuals including staff, students, contractors, and visitors. It applies to all activities that occur on Conestoga property or in connection with an activity or function conducted off Conestoga property including remote work or learning, or College organized events.

### **POLICY ELABORATION:**

- No person shall engage in violent conduct or make threats of violence, implied or direct.
- Every worker must follow this policy and the supporting program.
- All workers are encouraged to raise any concern regarding workplace violence with their supervisor.
- Conestoga College will ensure that all workers have the appropriate information and instruction to protect them from violence in the workplace.
- Conestoga College will take every precaution reasonable in the circumstances to protect workers from workplace violence.
- If the employer is aware, or reasonably aware of domestic violence that could lead a worker to injury in the workplace, every reasonable precaution shall be taken for the protection of the worker.

- A worker will be advised and provided with information, including personal information, if there is a risk of workplace violence from a person with a history of violent behaviour. Information will be provided if a worker can be expected to encounter that person in the course of their work and the risk of workplace violence is likely to expose the worker to physical injury.

**DEFINITIONS:****Domestic Violence**

Violence that occurs between individuals that are or were in a personal relationship, including intimate partners or family members.

**Workplace**

Means any land, premises, location, or thing at, upon, in or near which a worker works.

**Workplace Violence**

Defined in the Ontario Occupational Health and Safety Act as the exercise of physical force by a person against a worker in a workplace that causes or could cause physical injury to the worker, including:

- An attempt to exercise physical force against a worker, in a workplace, that could cause physical injury to the worker, and/or
- A statement or behavior that is reasonable for a worker to interpret as a threat of physical force against the worker in a workplace that could cause physical injury.

**REFERENCES:**

Occupational Health and Safety Act, R.S.O. 1990, c. O.1

**RELATED DOCUMENTS:**

Workplace Violence Prevention Program

**REVISION LOG:**

November 5, 2014	Academic Coordinating Committee
May 23, 2023	Academic Coordinating Committee