

- b) The information provided to an employee may include personal information related to a risk of workplace violence from a person with a history of violent behaviour if:
 - i. _____ of their work; and,
 - ii. _____
- c) The HCDSB _____ the employee from physical injury.

2. Domestic Violence:

- The HCDSB _____ violence, if aware, that is likely to expose an employee to physical injury that may occur in the workplace.
- b) Employees must extend into the workplace.

3. Assessment of the Risks of Workplace Violence:

- The HCDSB will assess the risks of workplace violence that may arise from the nature of the workplace, the type of work, and/or the conditions of work.
- b) The HCDSB _____ workplaces, _____ and _____ from _____
- c) The assessments and reassessments shall take into account:
 - i. _____
 - ii. _____
 - iii. _____
- d) Circumstances that shall be taken into account by the HCDSB are:
 - i. _____
 - ii. _____
- e) Circumstances specific to a school are:
 - i. _____
 - ii. _____
 - iii. _____
- f) The HCDSB _____ or the site-based _____ provide a written copy to same.
- g) If there is no site-based committee or the local JHSC representative, the HCDSB will advise the _____ of that site

4.

- The HCDSB will develop and maintain a program to implement the policy with respect to workplace violence.
- b) Without limiting the generality of paragraph a) above, the program will:
- i. include measures to take and procedures to follow in order to control risks of workplace violence identified in the risk assessment that is required under section 3, as likely to expose an employee to physical injury;
 - ii. include measures to take and procedures to follow in order to control risks of workplace violence identified in the risk assessment that is required under section 3, as likely to expose an employee to psychological injury;
 - iii. include measures that employees must take and procedures that they must follow to control risks of workplace violence identified in the risk assessment that is required under section 3, as likely to expose an employee to physical injury;
 - iv. set out how the HCDSB will measure the effectiveness of the program and how the program will be improved;
 - v. include any other measures or procedures that the HCDSB deems appropriate.

5. Posting of the Policy:

The policy and procedures concerning workplace violence will be posted in a conspicuous place at the workplace.

6. Review of the Policy:

HCDSB will review the policy with respect to workplace violence as often as is necessary, but at least annually.

7. Duties of the Supervisor:

The supervisor will advise an employee of the existence of any potential or actual danger to the health and safety of the employee of which the supervisor is aware, or ought to be aware, including personal information related to a risk of workplace violence from a person with a history of violent behaviour if:

- a) the employee can be expected to come into contact with the person in the course of their work; and,
- b) the employee is in a position to take action to prevent the person from causing harm.

8. Duties of the Employer:

The HCDSB will provide workers with information or instructions that in compliance with the law, and the requirements of the public and non-public health orders, are required to be provided to workers in the prescribed information or instruction.

9. Duties of the Employee:

Employees shall advise the HCDSB or the supervisor of any incident or risk of workplace violence of which they are aware.

10. Reprisal:

This policy prohibits reprisals against individuals, while acting in good faith, who report incidents of workplace violence to the HCDSB or the supervisor. The HCDSB will take all reasonable and practical



...provision of patient services, threats of medical or further violence. Retaliation defined as any act of retaliation, either direct or indirect.

APPROVED

D. L. M. H. C. D. S. B.

AUTHORIZED BY:

Chair of the Board