

**Workplace Violence Prevention Program**

**Policy No. 202.11**

The Board of Education, School District No. 91 (Nechako Lakes), recognizes its obligation to provide a safe learning and working environment for all employees and volunteers. While the Board cannot guarantee that violent incidents will never occur at school, the Board is committed to taking all reasonable measures to ensure that schools and work sites are safe places in which to work.

The Board expects that all employees will conduct themselves in a manner respectful of a safe environment. The Board has an obligation to address improper activities by employees that fail to recognize this expectation.

The Board endorses the use of constructive means to resolve conflicts. The Board does not condone threats or actions of violence or intimidation. This would include:

- Any threat or act of violence or intimidation that affects members of the school community;
- The possession within the school or work environment of any potential weapon or instrument intended to inflict injury to intimidate another person; and,
- The use of illustrative material, clothing or behaviors, which glorify violence and/or portray violence as acceptable.

The Board shall consider any act of violence or intimidation to be a serious threat to the environment and to the safety of both students and staff. The Board shall take necessary and timely action including but not limited to reporting the matter to the police where staff have reasonable grounds to believe that a criminal offence has been or may be committed.

**Definitions:**

**What Is Workplace Violence?**

For the purpose of this policy, the WCB definition of violence has been followed. Violence has been defined as the attempted or actual exercise by a person other than a worker, of any physical force so as to cause injury to a worker and includes any threatening statement or behavior which gives a worker reasonable cause to believe that the worker is at risk.

**What It Is Not**

Harassing behavior or verbal abuse that does not give a worker reasonable cause to believe that a risk of physical injury exists is not covered by the violence regulations. Violence between coworkers is also not covered but is addressed by WCB Industrial Health and Safety Regulations. While the WCB policy refers only to workers, School District policy includes students and workers.

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**The Board seeks to prevent violence through:**

- The provision of information relating to any possible violence;
- Training of employees; and,
- Reports, investigation and recommendations to prevent future incidents.

The Board expects that supervisors will inform and advise any employee who may be exposed to possible violence. The employee shall be informed and instructed on how to exercise their duty without exposing the employee to any greater danger than necessary.