



Policy Name:	Workplace Violence Prevention Policy	Policy #:	TBD
Policy Category:		Date:	July 22, 2019
Policy Owner:	Board of Directors	Next Review Date:	July 2020

The Northumberland Players will take whatever steps are reasonable to protect our workers from workplace violence from all sources.

What is Workplace Violence?

Under Ontario Bill 168 now known as Section 32 of the Ontario Occupational Health and Safety Act (Ontario OHSA), workplace violence is defined 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;
- An attempt to exercise physical force against at worker, in a workplace, that could cause physical injury to the worker; or
- A statement or behavior that 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.

Violent behavior in the workplace is unacceptable from anyone. This policy applies to supervisors, workers, volunteers, contractors, members, and visitors. Everyone is expected to uphold this policy and to work together to prevent workplace violence.

There is a workplace violence program that implements this policy. It includes measures and procedures to protect workers from workplace violence, a means of summoning immediate assistance and a process for workers to report incidents, or raise concerns.

Supervisors will adhere to this policy and the supporting program. Supervisors are responsible for ensuring that measures and procedures are followed by workers and that workers have the information they need to protect themselves.

Every worker must work in compliance with this policy and the supporting program. All workers are encouraged to raise any concerns about workplace violence and to report any violent incidents or threats.

The Board of Directors pledges to investigate and deal with all incidents and complaints of workplace violence in a fair and timely manner, respecting the privacy of all concerned as much as possible.

Related Policies and Procedures
Safe Spaces Policy and Procedures

Document History

July 22, 2019 Approved by the Board of Directors