

## PART 11

### VIOLENCE IN THE WORKPLACE

#### **Risk identification and assessment**

**11.1(1)** An employer must identify and assess the risk of violence in the workplace in consultation with

- (a) the committee at the workplace;
- (b) the representative at the workplace; or
- (c) when there is no committee or representative, the workers at the workplace.

**11.1(2)** When a risk of violence in the workplace is identified, an employer must

- (a) develop and implement a violence prevention policy in consultation with the same persons that conducted the assessment of the risk of violence under subsection (1);
- (b) train workers in the violence prevention policy; and
- (c) ensure that workers comply with the violence prevention policy.

**11.1(3)** The violence prevention policy must include the following statements:

- (a) the employer must ensure, so far as is reasonably practicable, that no worker is subjected to violence in the workplace;
- (b) the employer will take corrective action respecting any person under the employer's direction who subjects a worker to violence;
- (c) the employer will not disclose the name of a complainant or the circumstances related to the complaint to any person except where disclosure is
  - (i) necessary in order to investigate the complaint,
  - (ii) required in order to take corrective action in response to the complaint, or
  - (iii) required by law;

(d) the violence prevention policy is not intended to discourage or prevent the complainant from exercising any other legal rights pursuant to any other law.

**11.1(4)** The violence prevention policy must provide information on the following matters:

(a) how to eliminate the risk of violence to a worker;

(b) where elimination of the risk of violence to a worker is not possible, how to minimize the risk of violence to a worker;

(c) how to report an incident of violence;

(d) how an incident of violence will be investigated.

**11.1(5)** An employer must post a copy of the violence prevention policy in a conspicuous place at the workplace.

**Duty to inform workers**

**11.2(1)** When a risk of violence in the workplace is identified, an employer must inform a worker about the risk of violence in the workplace.

**11.2(2)** The duty to inform a worker about the risk of violence includes a duty to provide information on

(a) the nature and extent of the risk; and

(b) the risk of violence from persons whom workers are likely to encounter in the course of their work.