

Violence

The Saskatchewan Employment Act, S.S. 2013, c. S-15.1

Section 3-21, Duty re policy statement on violence and prevention plan

As defined in the legislation, Saskatchewan employers must have a violence prevention program developed in consultation with the OHC committee. This includes:

- Policy statement and prevention plan at prescribed workplaces
- Implementation of policy
- Violence policy statement (e.g., risk to staff, procedures, actions to minimize or eliminate risk, training, etc.)
- Training of workers

The Occupational Health and Safety Regulations, 2020 3-26(1) states:

3-26(1) In this section, “**violence**” means the attempted, threatened or actual conduct of a person that causes or is likely to cause injury, and includes any threatening statement or behaviour that gives a worker reasonable cause to believe that the worker is at risk of injury.

The Division recognizes that, in certain circumstances, its employees may be at risk of acts of violence by fellow employees, students, parents or guardians of students, or by visitors to the workplace. The Division will consistently try to ensure its employees are aware of situations in which violence may occur.

PREVENTING VIOLENCE IN THE WORKPLACE

- Establish a well-written employee handbook that outlines what an employee should do when they suspect possible workplace violence. This should include a system for anonymous notification including telephone, fax, email and person to person notification.
- Train management on the recognizable signs of possible workplace violence.
- Pre-screen applicants before hiring. Many times previous behavior in the workplace is an indicator of future problems.
- Implement physical security guidelines that limit the exposure a worker may face. These include, employee photo tags, on-site guards, and coded keys.

A worker, must:

- comply with safe work practices and procedures to reduce the risk of violence;
- report and document all incidents to their immediate supervisor;
- inform their supervisor of any violence hazards/risks encountered in their workplace; and
- work with their supervisor to resolve violence situations.

Safety Talk Discussion

Be Accountable: Choose safety - work safe - and go home injury free!