

**Workplace Violence Policy and Prevention Plan**

Workplace violence, whether physical or psychological, is a global issue crossing borders, work settings, and occupational groups. Once an underreported issue, violence at work is now a priority concern in all workplaces in Saskatchewan.

Effective May 17, 2024, new Saskatchewan legislation requires all provincially regulated workplaces to establish and implement a violence policy and prevention plan. This amendment to the Saskatchewan Employment Act ensures that students and post-secondary students, volunteers, and contract workers are covered under the provisions regarding violence. The following must be included in the policy statement and violence prevention plan:

The employer's <b>commitment to minimize or eliminate risk</b> and review the policy and plan every three years.
<b>Identification of the worksite(s)</b> where violent situations have occurred or may occur.
<b>Identification of staff positions</b> that have or could be exposed to violent situations.
The procedures to <b>inform workers</b> about the nature and risk of violence at their place of employment, and any information the employer has about persons who have a history of violent behaviour who could become a risk to the workers.
The actions an employer will take to <b>minimize or eliminate the risk</b> of violence.
The <b>procedures for reporting</b> a violent incident to the employer.
The procedures the employer will follow to investigate violent incidents.
A recommendation that workers who have been exposed to violent incidents <b>consult a physician for treatment</b> or obtain a referral for counselling.
A commitment to <b>provide a training program</b> for workers.

The lack of reporting and underreporting of incidents of violence and acts of aggression in healthcare is attributed to the notion that care providers put the “duty of care” ahead of their own safety. Underreporting is also associated with the normalization of violence among healthcare workers. Working together we can increase the reporting of violence and aggression with our **duty to report**.

**VIDEO LINK:** [#iwillreport – Violence and Aggression](#)

**VIOLENCE EDUCATION AND TRAINING:** Many SASWH members use either the W.A.V.E. program or the PART program as appropriate training for workers to be better prepared to respond to incidents of violence and aggression.



Professional Assault Response Training



Workplace Assessment Violence Education