



Sarnia Police Services Board Policy

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Approved By: Board Chair	Signature: <i>Paul Wiersma</i>

A Legislative/Regulatory Requirements

Under section 1 of the *OSHA*, a workplace is defined as “any land, premises, location or thing at, upon, in or near which a worker works.”

Section 1 of the *OHS*A defines workplace violence as:

- (a) “The exercise of physical force by a person against a worker, in a workplace, that causes or could cause physical injury to the worker;
- (b) An attempt to exercise physical force against a worker, in a workplace, that could cause physical injury to the worker;
- (c) A statement or behaviour that it 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.”

Employers are expected to comply with the requirements of the *OHS*A. Some of the key employer obligations under the *OHS*A with respect to workplace violence are to:

- (a) Prepare and review a policy with respect to workplace violence;

- (b) Develop and maintain a program to implement the policy with respect to workplace violence;
- (c) Provide appropriate information and instruction to workers on the contents of the workplace violence policy and program;
- (d) Assess and reassess the risks of workplace violence to ensure the workplace violence policy and related program continue to protect workers from workplace violence;
- (e) Take every precaution reasonable in the circumstances for the protection of workers when they are aware, or ought reasonably to be aware, that domestic violence may occur in the workplace and would likely expose a worker to physical injury;
- (f) Provide information, including personal information, about a risk of workplace violence from a person with a history of violent behaviour if the worker can be expected to encounter that person in the course of his or her work, and the risk of workplace violence is likely to expose the worker to physical injury. No more personal information shall be disclosed than is reasonably necessary to protect the worker from physical injury; and
- (g) Report incidents where a person is killed, critically injured, or disabled from performing his or her usual work because of workplace violence to the Joint Health and Safety Committee, Health and Safety Representative, and the trade union (i.e. the police association).

B Application

The employer obligations set out in the *OHSA* in relation to workplace violence apply to police services. This includes violence that police personnel could encounter during their work as a result of interactions with the public, between workers or from persons who have a personal relationship with workers.

Police personnel work in many diverse environments and under a variety of conditions. Employers are required under the *OHSA* to protect police personnel from workplace violence in all police workplaces, including those beyond police facilities.

C Board Policy

1. The objective of workplace violence prevention is to ensure that employees have and feel they have a safe working environment, both physically and psychologically.
2. Where workplace violence occurs, or the threat of violence exists, it must be effectively investigated and appropriately addressed.

3. To this end, it is the policy of the Sarnia Police Services Board with respect to workplace violence prevention that the Chief of Police will:
 - (a) Prepare procedures with respect to workplace violence, and develop and maintain a program to implement the policy, in accordance with the *OHSA*;
 - (b) Establish procedures on responding to and preventing violence in the workplace;
 - (c) Ensure that all officers receive training on workplace violence prevention.