

# Violence in the Workplace

The Occupational Health and Safety Regulation defines workplace violence as “the attempted or actual exercise by a person, other than a worker, of any physical force so as to cause injury to a worker, and includes any threatening statement or behaviour which gives a worker reasonable cause to believe that he or she is at risk of injury.”

Workers could be at risk of violence if their work involves

- Working alone or in isolation
- Enforcing rules of conduct
- Providing assessments of someone else’s work or behaviour
- Being “in the way” of trespasses, thefts, etc.

Creating and implementing a violence prevention program should be part of your overall health and safety program. It should be developed and implemented in co-operation with your school’s joint health and safety committee or worker health and safety representative. If your school isn’t large enough to have a committee or worker representative, involve workers knowledgeable about the worksite. The nature and extent of the program should be based on the results of your risk assessment.

Your violence prevention program should include the following components:

- A written policy
- Regular risk assessments
- Prevention procedures
- Worker and supervisor training
- Procedures for reporting and investigating incidents
- Incident follow-up
- Program review

Find out if your school or district has a police school liaison officer who can be involved in the development of procedures and education about violence.

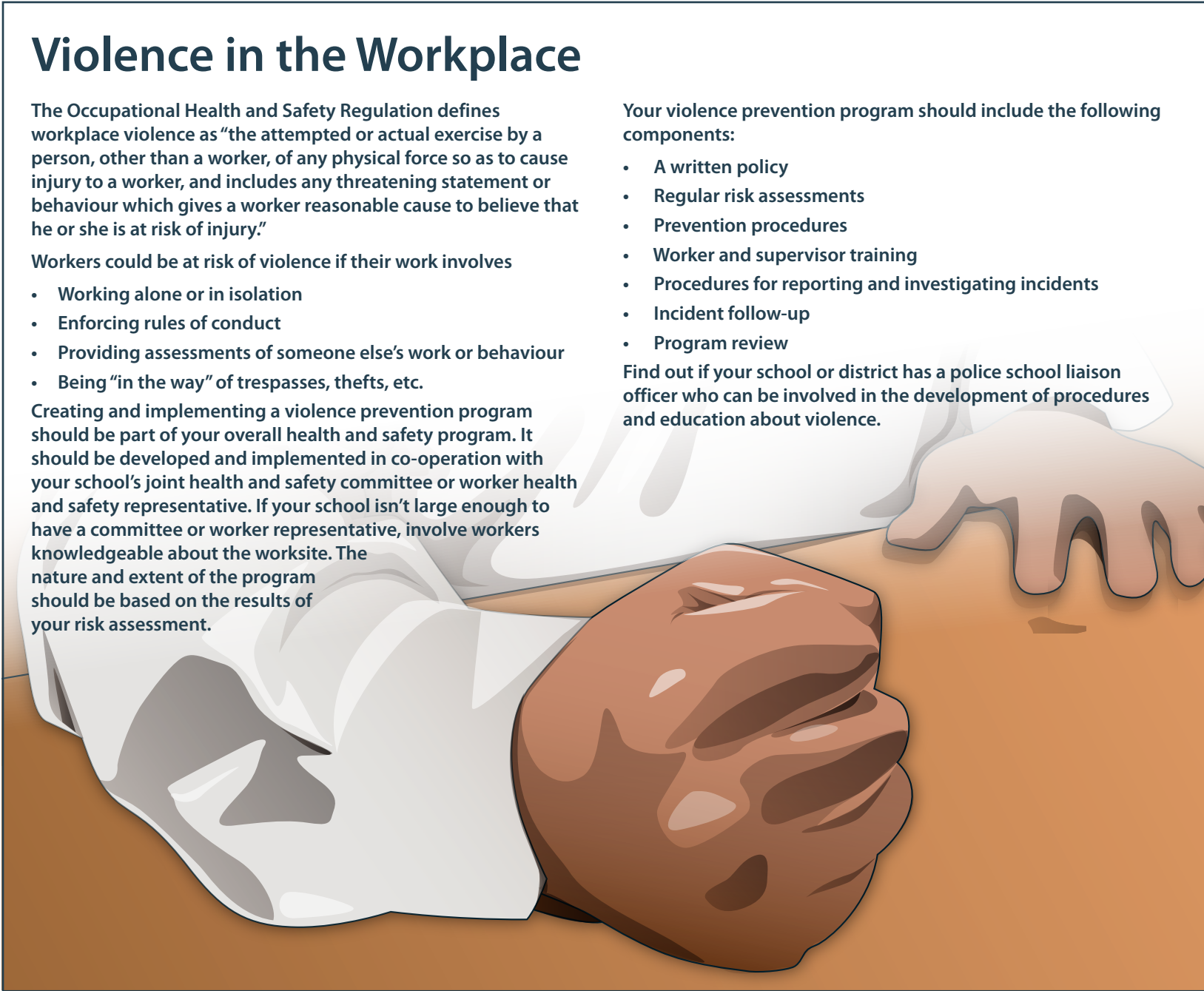
## In the OHS Regulation

- Sections 4.27–4.31, Violence in the workplace

## Resources

Available from [WorkSafeBC.com/Publications](http://WorkSafeBC.com/Publications)

- *Take Care: How to Develop and Implement a Workplace Violence Prevention Program* (BK41)
- *A Workbook for Employers and Workers: Preventing Violence* (BK112)
- *Preventing Violence, Robbery, and Theft*



## Safety is everyone’s responsibility!

WorkSafeBC Prevention Information Line: 604 276-3100 • Toll-free: 1 888 621-SAFE (7233)

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[worksafebc.com](http://worksafebc.com)