WORKPLACE VIOLENCE PREVENTION POLICY

PURPOSE
The purpose of this Policy is to provide a healthy, safe, and respectful work and learning environment and maintaining a workplace that is free of harassment and violence for all campus community members and meets the requirements of the Occupational Health and Safety Act.

To further articulate the University’s commitment, this policy formally prohibits all forms of workplace violence at Brock University and sets the framework for an effective and comprehensive workplace violence prevention and response program that meets the requirements of the Occupational Health and Safety Act.

SCOPE
This Policy applies to all workers, contractors, students, volunteers, and visitors at all Brock University premises and at other locations where University workers, contractors and volunteers work, in recognition of the fact that workplace violence may be committed directly or indirectly by persons from any of these groups.

POLICY STATEMENT

1.1. The University prohibits all acts of workplace violence.
1.2. Each member of the University community is responsible for creating and maintaining an environment that is free from workplace violence.
1.3. Every worker must work in compliance with this policy.
1.4. Supervisors are responsible for ensuring that measures and procedures are followed by workers and that workers have the information they need to protect themselves through the completion of applicable training.
1.5. All claims of sexual violence as defined by the Ontario Ministry of Training, Colleges and Universities Act shall be dealt with in accordance with the relevant University policy and administered by the Office of Human Rights & Equity Services.
1.6. Anyone who experiences or witnesses violence or a threat of violence at Brock, or who feels that violence is imminent, should report the situation immediately to Campus Security Services.
1.7. Workers who are concerned about the potential for violence affecting themselves or others at Brock should
DEFINITIONS

In keeping with the Ontario Occupational Health and Safety Act, “workplace violence” means,

1. the exercise of physical force by a person against a worker, in a workplace, that causes or could cause physical injury to the worker,
2. an attempt to exercise physical force against a worker, in a workplace, that could cause physical injury to the worker,
3. a statement or behaviour that 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 a worker.

Workplace violence includes domestic violence that could cause physical injury to a worker in a workplace.

COMPLIANCE AND REPORTING

This Policy falls under the jurisdiction of the Office of People and Culture. Unit supervisors are responsible for overseeing the implementation, administration, interpretation, and review of this Policy.

POLICY DETAILS

Policy Owner
AVP, People and Culture
Brock University

Administrative Responsibility
Occupational Health & Safety Specialist
Brock University

Policy Classification
Board

Approval
Approved by the Executive Team.

Effective Date
September 2023

Next Review
September 2024

Revision History
Annual fall review

Related Documents
• Ontario Occupational Health and Safety Act
• Respectful, Work and Learning Environment Policy
• Student Code of Conduct