

<p><b>D.19 Violence &amp; Harassment</b> Reference:</p> <p><b>CCOHS publications,</b> “Violence in the Workplace <b>Prevention Guide</b>”</p> <p><b>Canada Labour Code</b> H&amp;S Regulations, Part 20, Violence Prevention in the Workplace</p> <p><b>WSIB Resources</b> <a href="http://www.wsib.on.ca">www.wsib.on.ca</a> Prevention –Hot Topics- Resources on Preventing Workplace Violence</p> <p><b>OHSA</b> Definition of Workplace Violence &amp; Workplace Harassment Sec 1.(1) Section 32 OHSA and all subsections Section 25 (2)(a) OHSA Section 27(2)(a) OHSA Section 28 Section 43 OHSA</p> <p><b>Occupational Health &amp; Safety Council of Ontario</b></p> <p>A Workplace Resource: Developing Workplace Violence &amp; Harassment Policies and Programs</p> <p>Workplace Violence Assessments</p> <p>Domestic Violence Doesn’t Stop when Your Worker Arrives at Work: What Employers Need to Know to Help</p>	<p>Compliance with applicable legislation All documents dated and current</p> <p><input type="checkbox"/>Step 1 - Written standard to include:</p> <ul style="list-style-type: none"> <li>• Workplace policy for workplace violence and harassment</li> <li>• Definition of workplace violence and workplace harassment</li> <li>• Procedures to:                         <ul style="list-style-type: none"> <li>○ Assess and re-assess risks of workplace violence to ensure continued protection of workers</li> <li>○ Develop controls for all risks identified in the risk assessment</li> <li>○ Ensure the protection of workers from domestic violence in the workplace</li> <li>○ Deal with warning signs, incidents and complaints – including reporting obligations</li> </ul> </li> </ul> <p><input type="checkbox"/>Step 2 – Communication</p> <ul style="list-style-type: none"> <li>• Policy posted at a conspicuous place in the workplace</li> <li>• Workers are formally made aware of the Workplace Violence &amp; Harassment Program</li> <li>• Employer to provide results and copy of workplace violence risk assessment to JHSC and/or worker representative</li> <li>• Documented method, type and date</li> </ul> <hr/> <p><input type="checkbox"/>Step 3 – Training</p> <ul style="list-style-type: none"> <li>• Documented training program and attendance records for all employees</li> <li>• Documented method, type and date</li> <li>• _____</li> </ul> <p><input type="checkbox"/>Step 4 – Evaluation</p> <ul style="list-style-type: none"> <li>• Annual policy review</li> <li>• Evaluate the standard and implementation of program for effectiveness and compliance noting deficiencies</li> <li>• Documented method, type and date</li> </ul> <hr/> <p><input type="checkbox"/>Step 5 – Acknowledge Success/Make Improvements</p> <ul style="list-style-type: none"> <li>• Develop an improvement plan to address area of deficiencies noted in the evaluation.</li> <li>• Acknowledge the successes of the program</li> <li>• Documented method, type and date</li> </ul> <hr/>
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