

POLICY #7280

VIOLENCE AGAINST EMPLOYEES IN THE WORKPLACE

The Surrey Board of Education is committed to providing a working and learning environment in which staff and students are free of the threat of violence or physical or psychological harm. The objective of the policy is to promote a safe and caring environment for staff, students, and visitors by implementing effective risk management, assessment and control procedures, which work to protect against violence in the workplace.

This policy seeks to clarify standards of conduct and to implement assessment protocols, training and reporting procedures to prevent the incidents of violence in schools and the workplace.

Workplace violence is defined as, any attempted or actual application of physical force by a person against another person in circumstances where it has the potential to cause harm or injury. It also includes the making of any threatening statement or behavior that causes any person to reasonably believe that they are at risk of injury or harm. Such behavior may include any actual or attempted assault (including sexual assault and physical attacks), threats and verbal, psychological or sexual abuse.

This policy applies to the conduct of employees, students, parents and members of the public. It also applies to both incidents that occur within the workplace or at work-related functions or activities. In some circumstances, it may even apply to off-duty conduct that has a connection to the workplace (e.g. threatening phone calls, emails or electronic mail messages from a co-worker).

	<i>X-Ref:</i>	<i>Policy #5206</i>
		<i>Reg #5206.1</i>
		<i>Policy #7210</i>
<i>Revised:</i>	<i>2016-06-03</i>	<i>Reg #7210.1</i>
	<i>2006-06-29</i>	<i>Policy #9410</i>
<i>Approved:</i>	<i>1998-04-23</i>	<i>Reg #9410.1</i>