



Health and Safety: Incidents of Violence

Violence in The Workplace response and prevention is covered by WorkSafe BC Regulations 4.27 – 4.31. Employers, including School Districts, must ensure that employees are safe from work place violence. Workplace violence is defined by WorkSafe BC 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 the worker is at risk of injury”.

Examples of workplace violence include throwing objects, physical aggression, verbal threats, swearing, hitting, kicking, and spitting. Individuals who pose a risk of violence may include students, parents/guardians and the general public.

Members who experience violence and who are injured or feel threatened are required by WorkSafe BC Regulations and School District 70 (Alberni) Policy to report the situation to their Administrator as soon as possible using WorkSafe BC Form 6A(link below) and SD70 Employee Report of Violence (Forms Section of the Website). Members who experience loss of work time due to a violent incident must report to WorkSafe BC using Teleclaim (Link is below). Administration must ensure that the situation is safe for all members until a mutually agreeable Action Plan is developed, communicated to all members who are at risk of violence, and implemented prior to the return of the individual creating the risk of violence. It is important for all members to be aware of safety procedures relating to individuals with a history of violence.

Awareness of Safety Action Plans as a result of violence has precedence over Privacy Regulations for employees who have a legitimate “Right to Know”.

Action Plans as a result of Violence must be carried over to the following year with all appropriate staff being informed of the prevention procedures prior to working with the individual.

School District 70 (Alberni) Policy 711 provides a useful outline of the necessary procedures to follow once a violent incident has been reported. Another useful resource is the Principal’s Checklist. Both documents provide an accurate summary of WorkSafe BC Regulations and can be located on this website. Please also refer to the Flow Chart adjacent to the Helpful Links section of this page.

Members who miss work time or are in danger of missing work time due to a work related injury or incident are strongly advised to visit their physician as soon as possible following the incident advising that the visit is related to a workplace event.

Please contact your Site Safety Representative, Staff Representative and/or Local President if you have any questions or concerns.

Helpful Links:

WorkSafe BC Form 6A: <http://www.worksafebc.com/forms/assets/PDF/6a.pdf>

WorkSafe BC Teleclaim: http://www.worksafebc.com/contact_us/teleclaim/default.asp

WorkSafe BC Regulations (Violence In The Workplace):

<http://www2.worksafebc.com/publications/OHSRegulation/Part4.asp#SectionNumber:4.27>

School District 70 (Alberni) Policies (Go to Page 322-326):

<http://www.sd70.bc.ca/Board/Policies/Documents/SD70%20Policies%20and%20Admin%20Procedures%20-%20last%20update%20October%20%202015.pdf>