



STAFF REPORT

Title: Human Resources Policy No. 39.0 - Workplace Violence Prevention Policy

Meeting Date: July 9, 2019

Executive Summary:

Administration has drafted 2 new policies the Human Resources Policy No. 39.0 - Workplace Violence Prevention and Human Resources Policy 40 – Harassment and Discrimination Prevention Policy in order to enhance the current policy 25 Harassment and Discrimination due to changes in the new Occupational Health and Safety Code (OHS). The policy statement must be passed by Council and the Managerial Guidelines can be changed by the CAO. The Human Resources Policy No. 39.0 - Workplace Violence Prevention is being presented for Council's consideration.

Background:

OHS has recently made changes to their requirements for workers and employers with regards to harassment and violence in the workplace. The City already had a current policy regarding Harassment, Discrimination and Violence but wishes to enhance this policy to ensure all aspects of the legislation is covered.

An employer must ensure that a violence prevention policy under section 390(1) includes that the employer is committed to eliminating or, if that is not reasonably practicable, controlling the hazard of violence.

Violence, whether at a work site or work related, is defined by the OHS Act as the threatened, attempted or actual conduct of a person that causes or is likely to cause physical or psychological injury or harm, and includes domestic or sexual violence.

Key information:

- Violence is workplace hazard;
- Key words are eliminate, prevent and control
- Employers must develop violence prevention plans;
- Employers and supervisors must ensure workers are not subject to nor participate in workplace violence; and
- Workers must refrain from causing or participating in violence.

Management staff have had training from legal on new legislation and Administration will be presenting the policies at the Annual General Meeting to be held this month.



Alternatives:

Council may consider the following options:

1. Council may approve the Human Resources Policy No. 39.0 - Workplace Violence Prevention as presented
2. Council may approve the Human Resources Policy No. 39.0 - Workplace Violence Prevention with amendments to the Policy statement.

Recommended Action:

Administration recommends that Council approve the Human Resources Policy No. 39.0 - Workplace Violence Prevention Policy as presented.

Budget Implications (Yes or No):

No

Submitted by:

Kevin Nagoya, Chief Administrative Officer